

THE HIGH TECH AGENDA

MASSACHUSETTS HIGHTECHNOLOGYCOUNCIL

Dedicated to Growth... Committed to Action

Mass. High Technology Council and Greater Boston Chamber of Commerce Announce MATTERS Partnership

Today the Mass. High Technology Council and the Greater Boston Chamber of Commerce [announced a partnership](#) in support of the [Massachusetts Technology, Talent and Economic Reporting System \(MATTERS\)](#).

This partnership will foster an unprecedented level of partnership between the two organizations and catalyze MATTERS-based collaborations among executives and senior leaders at the Chamber and Council to help unify business leaders around a common and data-driven policy agenda.

"We developed MATTERS earlier this year as a mission-critical—but previously missing—tool to inform the efforts of the Council and like-minded organizations and individuals," said Council President Chris Anderson. "Governor Baker and his administration have joined a select group of business and civic leaders deeply involved in working with MATTERS to help frame an actionable economic development and job-growth strategy."

"The Chamber's role as MATTERS' exclusive employer association partner will complement our existing Growth Tracker Dashboard and will further reinforce the Chamber's commitment to a data-driven public policy agenda," said Chamber CEO Jim Rooney. "The Chamber looks forward to partnering with the High Tech Council to drive the continued development, growth, and utilization of this important tool."

As a result of the partnership agreement, the Chamber joins a select team of Council members, collaborators, and sponsors who serve on the MATTERS Senior Advisor Team, including Worcester Polytechnic Institute, Northeastern University, Bentley University, Babson College, University of Massachusetts, the MITRE Corporation, EMD Millipore, Trinity Partners, Parthenon-EY, Mass. Tech Collaborative, Mass. Executive Office of Housing and Economic Development, the former director of the Cambridge Innovation Institute, and the editor emeritus of CIO Magazine.

MISSION STATEMENT

The High Tech Agenda keeps the High Tech Council's members and partners up to date on its pro-growth advocacy concerning state and federal public policies and programs in support of its mission.

The goal of the Massachusetts High Technology Council is to help make Massachusetts the world's most attractive place in which to live and work, and in which to create, operate, and grow high technology businesses. Read our Mission Statement at mhtc.org.

DATA THAT MATTERS

The latest labor market analysis and tech hiring demand data from Monster/

MATTERS™
MASSACHUSETTS TECHNOLOGY, TALENT,
AND ECONOMIC REPORTING SYSTEM

Wanted Analytics in MATTERS shows that Massachusetts remains one of the hardest states in which to hire tech talent. [Explore more talent supply and demand data in MATTERS](#) to see how our peer technology states outperform Massachusetts in this important metric while employers in only Maryland and the District of Columbia face a higher degree of hiring difficulty.

UPCOMING EVENTS

MHTC Cost Competitiveness Policy Team Meeting

October 27 -

NEW TIME: 2:30 PM to 3:30 PM

Location: State House, Rm. 157, Boston, MA

The Council's Cost Competitiveness Policy Team meets to help drive the Council's

Council Board Hosts Members, Speaker DeLeo at Symphony Hall Reception

Council directors and members gathered on October 6 for a mix of social conversation and policy updates at a private reception at Boston Symphony Hall featuring remarks from House Speaker Robert DeLeo, a longtime partner and friend of the Council. In his remarks, the Speaker noted the value of the long-term collaborative relationship between the Council and House leaders and highlighted how the Council's MATTERS competitiveness dashboard has been utilized by key policymakers and opinion leaders. Speaker DeLeo reaffirmed the House's commitment to engaging the Council and business leaders to ensure employers have access to talent, help prevent unnecessary burdens on businesses, and find solutions to some of the state's nagging cost competitiveness challenges. "I see the High Tech Council as a key part of the equation when it comes to maintaining and bolstering the Commonwealth's competitiveness on a national and international scale. MATTERS is and will increasingly become a significant part of that effort."

Following the reception, and through the generosity of [Parthenon-EY](#) and Council Chairman Bill Achtmeyer (who is concurrently chairman of the [Boston Symphony Orchestra](#)), Council members and guests enjoyed a performance by the Symphony under the direction of its new maestro, Andris Nelsons. The dynamic Nelsons more than lived up to the billing he received upon his arrival in Boston. The whirling and highly-animated maestro kept the rapt audience engaged as he led the orchestra and guest mezzo soprano Nadezhda Serdyuk through powerful works by Prokofiev and Rachmaninoff before joining Council attendees for a private post-concert reception.

Council to Launch Thought Leadership Blog "High Tech MATTERS"

This week, the Council introduces "[High Tech MATTERS](#)", a blog featuring high-value, thought leadership content, and actionable news and information. The blog features posts from Council President Chris Anderson and other Council staff and key policy team collaborators. Council member CEO's and senior executives are invited to author posts that share their perspectives and insights on matters of critical importance on the topics of talent access and competitiveness. Watch for more on the High Tech MATTERS blog in the coming weeks and contact [Mark Gallagher](#) if you are interested in being a guest author.

Dell Acquisition of EMC: Council Leaders on What it Means for Massachusetts

Dell's acquisition of local tech giant EMC dominated local business and technology news over the past week, and Council leaders were widely sought-after for their analysis of the blockbuster deal and its ramifications for the local economy and tech landscape. EMC, which was co-founded by Massachusetts native and longtime Council Director

mission to make Massachusetts the world's most attractive place in which to create and grow a high technology business. The team leads the Council's efforts to assess and improve the quality of the Massachusetts business climate in relation to its chief competitor states, performs high-level analysis of corporate tax rates and other business cost data and identifies top policy priorities. Participating members, kindly RSVP to [Julie Champion](#) via email.

MHTC Talent Development Policy Team Meeting

November 3 -

7:30 AM to 9:00 AM

Location: Offices of Goodwin Procter LLP - Boston, MA

The Mass. High Tech Council's Talent Development and Policy Team will convene a special meeting of business and civic leaders in support of charter school expansion in Massachusetts.

The meeting is being hosted at the Boston offices of Goodwin Procter by Mike Kendall who serves as the Council's Board Secretary and is Chairman of the Board for KIPP Schools Massachusetts. Participating members, kindly RSVP to [Julie Champion](#).

New England Tech Vets and Home Base Program Veteran Hiring and Training Series

Topic: Military Culture

November 17 -

2:00 PM to 4:00 PM

Location: MHTC offices - Waltham, MA

Sponsored by New England Tech Vets and the Home Base program, this no-cost training series for Council members and their human resources staff consists of three sessions. Each session will feature a presentation and training segment by the Home Base Program on a related topic, followed by a presentation of data and discussion including New England Tech Vets program metrics; user experience; workplace best-practices; and development of our internship program with higher education partners. Participants are welcome to attend one or more sessions guided by their interests. Specific meeting location instructions will be provided upon your registration. Please note, seating may



Dick Egan, currently employs nearly 10,000 people in Massachusetts and has committed to retaining a large presence and key business unit headquarters in-state. Council President Chris Anderson reinforced the value of that commitment in an [interview with the Boston Globe](#), a [segment on WBUR's Morning Edition](#) and an [appearance on New England Cable News' "This Week in Business."](#) But Anderson cautioned that local leaders should be concerned the relocation of corporate leadership of the merged firm residing in Texas rather than in Massachusetts "distances the state from the corporate seat of power where decisions about the company's direction, strategy, and investments are made. Ultimately, that affects how engaged a company is with the local educational system, philanthropic initiatives, and advocacy to boost the state's overall economic competitiveness."

Military Culture and Veteran Employees: New England Tech Vets to Host Training Session

On November 17, the Council's [New England Tech Vets](#) Advisory Board will host the third in a three-part training series on key veteran employment issues. Offered in collaboration with the Red Sox Foundation and Mass.

General Hospital [Home Base Program](#), this no-cost training session for Council members and their human resources and talent acquisition staff features Home Base Program Director Brigadier General Jack Hammond (retired) and members of the Home Base clinical team. The session will focus on helping employers improve their veteran employee engagement through a deeper understanding of military culture. Click [here](#) to register for the event.



Mission Gratitude: A Benefit Concert to Heal the Invisible Wounds of War

The Council is also proud to support the Home Base Program's Mission Gratitude 2015 fundraising event. Mission Gratitude is the largest benefit concert in New England that supports Wounded Warriors and their families and will feature the iconic entertainer Reba McEntire on Monday, November 9 at Boston's Symphony Hall.

Mission Gratitude raises funds for the Red Sox Foundation and Massachusetts General Hospital Home Base Program. Home Base helps Post-9/11 Veterans and their Families heal from Post-Traumatic Stress and Traumatic Brain Injury through clinical care, education and research.



be limited in some venues. Click [here](#) to register for the November 17 session.

New England Tech Vets – Online WebEx Training Session November 18 – 2:00 PM to 3:30 PM



Location: Online session
The Council and its program partner, Monster Worldwide, Inc. will be hosting periodic WebEx training sessions like this for interested members and their recruiting staff to provide an overview of the features and functionality of [NewEnglandTechvets.org](#). To register and receive WebEx instructions for the November 18 online session, please click [here](#).

Please contact [Ron Trznadel](#) to learn more about the New England Tech Vets Program and how to become a New England Tech Vets 'Charter Employer'.

MHTC Board of Directors Meeting December 10 – 8:00 AM to 10:00 AM

Location: MHTC offices – Waltham, MA

New England Tech Vets – Online WebEx Training Session December 15 – 2:00 PM to 3:30 PM



Location: Online session

The Council and its program partner, Monster Worldwide, Inc. will be hosting periodic WebEx training sessions like this for interested members and their recruiting staff to provide an overview of the features and functionality of [NewEnglandTechvets.org](#). To register and receive WebEx instructions for the December 15 online session, please click [here](#).

Please contact [Ron Trznadel](#) to learn more about the New England Tech Vets Program and how to become a New England Tech Vets 'Charter Employer'.

It is estimated that one in three returning veterans experience these invisible wounds of war. Home Base serves active duty, Guard, Reserve and out-of-uniform veterans throughout New England regardless of their discharge status, insurance or ability to pay.

Mission Gratitude is chaired by Jack Connors, Jr. (Founding Partner and Chairman Emeritus, Hill Holliday Connors Cosmopolis); David Ginsberg (Vice Chairman, Fenway Sports Group); Peter Slavin, MD (President, Mass General Hospital); and Tom Werner (Chairman, Boston Red Sox and Red Sox Foundation).

There are many ticket, hospitality and branding opportunities for companies to get involved with Mission Gratitude and support the Home Base Program mission. To learn more, [please review the online sponsorship kit](#) or contact [Karianne Kraus](#) at 617.724.3790.

Focus on Talent Access

Council Continues Leadership on Education Reform and Charter Schools

On October 13, the Council was joined by fellow members of the [Race to the Top coalition](#) and [Great Schools Massachusetts](#) to testify in support of legislation that would allow for more charter schools in Massachusetts and increase permitted enrollment levels in existing charter schools. Council Executive Vice President Mark Gallagher pointed to the talent data in the Council's [Massachusetts Technology, Talent and Economic Reporting System \(MATTERS\)](#) and highlighted for legislators that while the existing talent pool in Massachusetts appears healthy, technology firms still face one of the highest hiring difficulty levels in the nation. Gallagher urged legislators to view the high demand level for qualified, technology-focused candidates not just as a challenge for local employers, but also a source of significant and growing opportunity for those individuals who can obtain STEM and other career readiness skills through a high quality education.

The Legislature will have an important opportunity to advance and empower significant targeted expansion of charter schools. With [support from both Governor Baker](#) and the House (which passed a charter expansion bill last session), the fate of tens of thousands of students on charter school wait lists rests with the Senate. The Council is committed to engaging in the legislative process to enact meaningful



NEW ENGLAND TECH VETS TIP OF THE MONTH

Many MHTC members making use of the NETV search tool report that they receive quality candidates to interview when they conduct searches for qualified candidates rather than relying on candidates to respond to their posted positions. For more information, join our next online training tutorial on November 18 at 2:00 PM or contact [Ron Trznadel](#).



MEMBER BENEFIT SPOTLIGHT

Bentley University Launches Online Bachelor's Degree Completion Program in Business Administration

Council member Bentley University, one of the nation's leading business schools, now offers an [online bachelor's degree completion program](#) in business administration with the first cohort to begin January 2016.

The program is designed for individuals who have accumulated two years of college level credits, stepped away from their education for personal or professional reasons, and are now interested in completing a bachelor's degree.

Bentley's Online Degree Completion Program is offered part-time and requires students to take 16 courses. Students focus on one 8-week course at a time and benefit from having a cohort of peers who move through the program with them. Candidates who pursue the program without taking any breaks can expect to graduate in just over three years.

Bentley is currently accepting applications for the January 2016 entry term and the application deadline is November 15th. For more information, visit the [online degree completion program website](#) or contact Bentley's Annarita Meeker at 781.891.2765.

change. We are [equally committed to support the pending 2016 ballot question](#) should the legislature decline to act.

On November 3, the Council's Talent Development Policy Team will host a special meeting on charter schools featuring a discussion with Jim Peyser, Secretary of the [Massachusetts Executive Office of Education](#) and Marc Kenen, Executive Director of the [Massachusetts Charter Public School Association](#). The meeting is being hosted at the Boston offices of Council member [Goodwin Procter](#) by Mike Kendall who serves as the Council's Secretary and is Chairman of the Board for [KIPP Schools Massachusetts](#). All Council members are welcome to attend. Please contact [Julie Champion](#) for more details and to RSVP.

Kronos CEO Aron Ain Shares Strategies on Talent Retention and an Impactful Corporate Culture

On September 9, Council members visited the Chelmsford campus of Council member [Kronos Incorporated](#) for a CEO Roundtable with Aron Ain, Chief Executive Officer of Kronos and Vice Chair of the Council's Board of Directors. Kronos is one of Massachusetts' most honored employers, having been recognized by [Forbes Magazine](#), the [Boston Globe](#) and [Boston Business Journal](#) as a best place to work for employees. Ain and Kronos Chief People Officer David Almeda shared best practices and lessons learned from the company's conscious effort to build a corporate culture that ensures the company will remain an employer of choice for tech talent in Massachusetts.



Ain recognized that many employers face talent and cost challenges over which they have only limited control, and expressed his amazement that more employers fail to focus their time and resources on factors within their control, like corporate culture, that can be key drivers of a successful talent acquisition and retention strategy. The value of Kronos' commitment to corporate culture is evidenced by its stratospheric employee retention and engagement levels, even in challenging positions where high turnover is typical across employers.

"We see employee talent as an asset, a differentiator and even a competitive weapon," said Ain. "We regularly use the quality of our employee relationships as a selling point with customers, highlighting that the high level of employee satisfaction among our 'Kronite' associates leads to higher quality products and levels of service for our customers and business partners." David Almeda's comments echoed Ain's, "The team that puts the best talent on the field, and keeps it there, wins."

BOARD OF DIRECTORS

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- The MITRE Corporation
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Education Panel at Harvard Business School Features Council's Anderson, Fallon and Benoit

On September 28, several Council leaders participated in a forum on education and the talent gap hosted by the Harvard Business School Association of Boston. Council President Chris Anderson moderated the well-attended event whose panel included Tony Benoit, President of Council member [Benjamin Franklin Institute of Technology](#),



and Susan Fallon, Senior Vice President of Global Strategy at Council member [Monster Government Solutions](#), who co-chairs the Council's Talent Development Policy Team. The panel also included former state education official and Professor Emeritus at the Harvard Graduate School of Education, [Robert Schwartz](#), and David Harris, Deputy Director of education consultancy [Teachers21](#).

The panelists and audience engaged in a dynamic discussion focused on support for a variety of methods and structures to develop students as adaptable learners prepared for successful careers in the 21st century economy. Professor Schwartz underscored the panel's consensus that today's global economy demands a workforce with an array of skill levels. "Today, the pure amount and level of education is often less important than how much one's education aligns with the needs of the labor market."

Focus on Cost Competitiveness

Cost Competitiveness Policy Team Special Meeting at State House on October 27

The Council's Cost Competitiveness Policy Team will host a special meeting at the State House on October 27 from 2:30 PM to 3:30 PM. Attendees will be joined by Secretary of Administration and Finance Kristen Lepore, Secretary of Housing and Economic Development Jay Ash and Department of Revenue Commissioner and Special Innovation Advisor to the Governor Mark Nunnally.

The meeting will feature a discussion of policy options and regulatory reforms to improve the local business climate and help Massachusetts compete for job growth and economic investment by addressing the cost of key business inputs in Massachusetts. The meeting is open to all Council members but seating is limited. Please contact [Mark Gallagher](#) for more details and to RSVP.