MASSACHUSETTS HIGHTECHNOLOGYCOUNCIL
Dedicated to Growth... Committed to Action

MASSVISION2050
Generating Bold Ideas for Massachusetts' Future

MassTalent2050

Executive Summary | August 2026

Strategic workforce intelligence to help Massachusetts employers and leaders anticipate talent disruption and compete in an AI-driven economy.

Employers, educators, and policymakers need earlier, more precise intelligence about how skills are changing, where talent is moving, and what capabilities will matter next.

What We Are Building

The Massachusetts High Technology Council is developing **MassTalent2050**, a durable capability combining near real-time labor-market signals with deeper analysis of skills disruption and talent flows. Building on a prototype developed by MITRE, the platform is designed to be housed at Bentley University, with support from BCG and ongoing input from Council member companies and other stakeholders.

See Change Earlier

Identify emerging skills, changing role requirements, and workforce shifts before they are fully visible in traditional labor-market data.

Understand Talent Flows

Analyze where critical talent is coming from, where it is going, and how Massachusetts compares with competing innovation regions.

Turn Insights Into Action

Translate intelligence into employer strategy, Higher Ed alignment, sector initiatives, and evidence-based public policy decisions.

How the Capability Will Be Used

- **Employer Strategy:** Help companies understand changing skill requirements, talent availability, workforce risks, and opportunities to strengthen recruiting, retention, and reskilling strategies.
- **Higher Education and Workforce Alignment:** Give institutions better demand signals to inform curriculum, credentials, partnerships, and program design.
- **Sector Competitiveness:** Produce sector-specific intelligence for strategic industries such as defense technology and national security, semiconductors, AI, cybersecurity, and other innovation sectors.
- **Public Policy:** Equip state leaders with more timely evidence on workforce gaps, talent competitiveness, and the interventions most likely to strengthen Massachusetts' economic position.

A Three-Stage Path to Scale

1) Define
Set priority use cases with employers and stakeholders; align the long-term roadmap.

2) Build
Create pilot insight products, sector briefs, dashboards, narratives, and analytical tools.

3) Institutionalize
Develop flagship publications and convenings; establish the capability as a widely used Massachusetts competitive asset.

Why It Matters for Massachusetts

Massachusetts' competitive advantage depends on the depth and adaptability of its talent. As AI reshapes work, this capability can help employers and institutions anticipate change, retain talent, align education with demand, and strengthen the sectors that will drive future growth.

Long-Term Ambition: Make Massachusetts a national leader in workforce intelligence — turning better intelligence into better decisions for employers, educators, and policymakers.

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