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MASSVISION2050
Generating Bold Ideas for Massachusetts' Future

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MassVision2050 Report: Converting Massachusetts' AI Talent Advantage into Jobs and Economic Growth

Massachusetts High Technology Council, Bentley University, and Boston Consulting Group identify ways to better align talent development with employer demand and accelerate economic growth and opportunity

Boston, MA (September 30, 2026): The Massachusetts High Technology Council today released ***AI Talent Production to Deployment: Massachusetts' Next Economic Advantage***, a new MassVision2050 white paper developed with **Boston Consulting Group (BCG)** and **Bentley University** that examines how Massachusetts can convert its AI talent base into more jobs, innovation, business growth, and economic opportunity.

Massachusetts produced **9,917 graduates in AI-related fields in 2025**, the fourth-highest total among U.S. states and the highest per resident among leading AI-producing states. Yet about **30% of AI graduates from Massachusetts institutions are observed working in-state**, highlighting an opportunity to translate more of the Commonwealth's talent-production advantage into economic activity here.

Among the report's findings:

- **Massachusetts' AI talent pipeline is expanding rapidly.** AI-related graduate output **increased approximately 65% between 2020 and 2025**, while overall degree production remained relatively flat.
- **Massachusetts has an opportunity to retain more of the talent it produces.** About **35% of graduates from Massachusetts institutions are observed working in-state, compared with about 30% of AI graduates.** Even so, the Commonwealth leads peer AI-producing states in AI graduates retained relative to population and state GDP.
- **AI is changing work faster than traditional workforce systems can track.** Approximately **50% of U.S. jobs are expected to be reshaped by AI within the next five years**, increasing the importance of employer-aligned workforce planning, upskilling, and reskilling.

To help workforce planning keep pace, the High Tech Council and its partners are developing **MassTalent2050**, a workforce intelligence and decision-support capability within MassVision2050. Initially prototyped by **MITRE** and now led by **Bentley University**,

with the High Tech Council and BCG continuing as strategic partners, MassTalent2050 will provide leaders across industry, education, and government with a shared, near-real-time view of workforce supply, employer demand, emerging skills, and talent flows.

“Producing AI talent is only part of the equation. Our next competitive advantage will come from creating the jobs, companies, and opportunities that give more of that talent a reason to build careers here,” said **Christopher Anderson**, President of the High Tech Council. “MassTalent2050 will help employers, educators, and policymakers understand where talent is coming from, where demand is headed, and which skills will matter most—so Massachusetts can turn its talent advantage into economic growth and opportunity.”

The report also identifies opportunities to better connect new talent with existing industries, help incumbent workers adapt as roles change, and create conditions that encourage AI-driven companies and entrepreneurs to build and grow in Massachusetts.

AI Talent Production to Deployment: Massachusetts’ Next Economic Advantage builds on the High Tech Council and BCG’s previous MassVision2050 research examining Applied AI and the implications of AI for Massachusetts’ workforce.

To access the report, please **click here**.

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About the Massachusetts High Technology Council
The Massachusetts High Technology Council, Inc. is a CEO- and senior executive-led organization of innovation, technology, science, and research-based employers committed to strengthening Massachusetts’ long-term economic competitiveness. Representing many of the Commonwealth’s leading companies, research institutions, and professional services firms, the High Tech Council brings together business leaders to advance public policies, strategic initiatives, and cross-sector collaborations that promote investment, innovation, workforce growth, and broad-based economic opportunity. For nearly five decades, the High Tech Council has worked with leaders across industry, academia, and government to help ensure Massachusetts remains the world’s leading place to innovate, build businesses, create jobs, and improve quality of life.

About MassVision2050
Spearheaded by the Massachusetts High Technology Council, MassVision2050 is a multi-year collaboration among private, public, and academic leaders to advance Massachusetts’ global economic leadership, focusing on key sectors that are likely to drive employment and economic growth in the coming decades. MassVision2050 aims to put Massachusetts at the forefront of global conversations and cross-industry collaboration on new technologies and their societal impact.