



2022 Mid-Year Highlights

MESSAGE FROM THE PRESIDENT & CEO

The Roundtable hit the ground running in 2022 thanks to continued engagement with members—from advocating for priority policy issues, to connecting and learning from one another during forums, to providing access to top decision makers in government, to delivering resources to help address challenges within business and the workplace.

Finally connecting in-person was the best highlight of 2022, thus far. Through hosting small dinners with Roundtable members and alternating Board and Executive Committee meetings to be in-person, we were thrilled to both see and connect people—an essential component of the Roundtable's value proposition.

Our 2022 Mid-Year Highlights summarize some of this activity, and I personally want to thank our members for their continued support and engagement. I also want to thank Lauren and Claire for their great work and partnership. We look forward to more work ahead in 2022, collaborating with Roundtable members and external partners to promote and improve the Commonwealth's long-term social and economic vitality.

JD CHESLOFF



ADVOCACY AT THE STATE HOUSE

Building on its 2021-22 Legislative Agenda, the Roundtable advocated during the first half of 2022 on funding and public policy priorities critical to advance before the end of the legislative session:

KEY PRIORITIES

- » **Improve early childhood education** by advocating for significant funding and reforms based on recommendations by a Special Legislative Committee, which the Roundtable served on, to overhaul and improve the existing child care system.
- » **Create opportunity pathways** by advocating for Early College in the FY 2023 Budget, expanding the existing state program to reach more schools and students to benefit from dual enrollment.
- » **Strengthen workforce development** by advocating for historic funding (both increases and level funding) in the FY 2023 Budget to sustain programming and system improvements to foster long-term impact.
- » **Promote mental health resources in the workplace** by supporting elements of Senate and House legislation. The Roundtable also co-authored an op-ed with Richard Pops, Chairman & CEO of Alkermes that cited best practices among employers and the need for system improvements and improved access for care.
- » **Maintain Massachusetts' competitiveness** by advocating for an economic development bill focused on housing, transportation, and workforce development investments as well as a tax package focused on providing relief to taxpayers and improving the state's competitiveness.

PERSPECTIVE FROM THE BUSINESS COMMUNITY

Roundtable Members Plan for the Future of Work

Building on an inaugural Future of Work Survey in 2021, the Roundtable in collaboration with McKinsey & Co. surveyed and interviewed members in April 2022 to gain the latest insight from members on post-pandemic planning, talent, and economic competitiveness. Media coverage included: [The Boston Globe](#), [WBUR](#), [Boston Business Journal](#) plus an oped by JD Chesloff in the [BBJ](#). Takeaways include:

50% of MBR respondents are experiencing higher than normal voluntary turnover

- **Attrition has and will continue to increase:** 50% of responding members are experiencing higher than normal voluntary turnover, most heavily among entry-level and manager-level employees.
- **Hybrid work is here to stay:** 68% of surveyed companies plan to use a hybrid work model in the future steady state, a dramatic shift from only 10% who were using a hybrid work model prior to the pandemic and a slight change from 79%, which was previously projected a year ago.
- **Performance remains high:** 100% of responding members operating in work-from-home and hybrid models have been able to sustain high performance among employees.
- **More work happening out of state:** Prior to the pandemic, 8% of surveyed companies had more than 10% of their Massachusetts-based operation jobs working remotely out-of-state. That number has increased today to 26% and is projected to rise up to 28% in a future steady state.

Special Legislative Early Education and Care Economic Review Commission

JD Chesloff served on the Special Legislative Early Education and Care Economic Review Commission, which released a major report in March that concluded the state’s current early education and care system is inadequately meeting the needs of many young children, working families, and employers. Recommendations outlined strategies to build a more sustainable, affordable, equitable, and high-quality system which the Roundtable continues to advocate for through funding and legislative changes in collaboration with the Massachusetts Business Coalition for Early Childhood Education. [Read the full report](#)

Massachusetts Future of Work Commission

Lauren Jones served on the Future of Work Commission, which released its report in March 2022. The report findings aligned with a lot of the feedback Roundtable members have shared on attracting, retaining, developing, and diversifying talent in Massachusetts. Over the course of nearly a year, the Commission heard many presentations and testimonials from experts including Roundtable members: **Chair Jane Steinmetz** of **EY**, **Dr. Aisha Francis** of **Benjamin Franklin Institute of Technology**, and representatives from **Comcast**, **Deloitte**, and **Northeastern University**. Among recommendations, the Commission identified the need to “incentivize employer participation in all stages of workforce development” and noted while some employers are engaged, more employer participation in “use of investments like the Workforce Training Fund and Workforce Competitiveness Trust Fund,” which the Roundtable continues to promote as a tool to train and upskill existing employees plus unemployed and underemployed jobseekers. [Download the full report](#)



WELCOME NEW MEMBERS



Mental Health in the Workplace

Richard Pops, Chairman and CEO of Alkermes

co-authored an oped with Lauren Jones of the Roundtable in *CommonWealth Magazine*, emphasizing the value of mental health resources for employees in the workplace. Delivering mental health resources continues to be a priority for the Roundtable and emerged in the 2022 Future of Work Survey as a top strategy identified by members to recruit and retain talent. [Read the oped in *CommonWealth Magazine*](#)

89% of MBR respondents offer mental health and wellness programs to employees

Roundtable Adds Business Voice to Key Workforce Development Program

Lauren Jones of the Roundtable was appointed in June to serve on the Workforce Competitive Trust Fund (WCTF) Advisory Board, re-enacted to provide advice, support, and council to Commonwealth Corporation in brainstorming strategies and ways to expand outreach for WCTF. In recent years, the Roundtable has helped to advocate for increased funding for WCTF—increasing funds from \$500,000 to now \$17 million in the state budget; and over \$60 million approved for APRA spending. As a Board member, Lauren will also provide Roundtable members with funding opportunities to collaborate with training partners to prepare and hire underemployed workers and unemployed jobseekers.

CONNECTIONS & CONVERSATIONS

The Roundtable appreciates hosting forums that bring together members and colleagues from member companies on timely topics of importance to the business community—and we are delighted to finally see members in-person again!

- Massachusetts Secretary of Administration and Finance
Michael Heffernan
- Massachusetts Undersecretary of Workforce Development
Jennifer James
- Prabal Chakrabarti, Executive Vice President, Federal Reserve Bank of Boston
- Pia Flanagan, Chief Operating Officer, CEO Action for Racial Equity
- Lucy Perez, Senior Partner, McKinsey & Roundtable Member
- Christina McCarthy, One Mind at Work



STAY ENGAGED!

Would you or your company like to engage on initiatives to support education and workforce development pathways that bring value back to your business? Ask the Roundtable for more information about:

Massachusetts Apprenticeship Network

Connect with employers with experience and best practices to help your business create, implement, scale, and promote apprenticeship models that work best for your company. You may also be eligible for state funding!

MASSACHUSETTS Business Coalition FOR Early Childhood Education

With nearly 100 employers committed to improving the state's childcare system, add your voice as employers seek to tackle one of the biggest barriers to employment for existing and new talent.



Join a growing network of stakeholders dedicated to advancing pathways to college for high school students through Early College programming. Employer feedback and partnership is valuable!