

The National Academies of
SCIENCES • ENGINEERING • MEDICINE

**MEETING REGIONAL STEMM WORKFORCE NEEDS IN THE WAKE OF COVID-19:
A VIRTUAL WORKSHOP SERIES**

Agenda for Workshop #2: Boston, Massachusetts

Wednesday, October 14, 2020

12:30 – 4:30PM Eastern Time

Webcast available at <https://bit.ly/3lDksVu>

Workshop Objective:

To understand how the COVID-19 pandemic is affecting STEMM workforce challenges and opportunities in Boston, and, approaches that are building onramps with equity to address the needs of Boston workers that have been hit hardest by this crisis.

12:30 - 12:40 PM Welcome and workshop overview

Planning committee members welcome attendees and provide background on the workshop series

- Ms. Rachel Lipson, Director of the Project on Workforce, Harvard Kennedy School
- Ms. Lee Wellington, Founding Executive Director, Urban Manufacturing Alliance

12:40 - 1:00 PM Boston Data

Data provided to frame the workshop discussions, including economic, labor force, educational attainment, and demographic data for the Boston metro area

- Ms. Rachel Lipson, Director of the Project on Workforce, Harvard Kennedy School

1:00 - 1:15 PM A Recovery with Equity: View from the City of Boston

This framing discussion will center racial equity in our collective exploration of STEMM workforce training needs in the Boston region, and how those needs have shifted in the wake of COVID-19 (public official remarks)

- Ms. Trinh Nguyen, Director of Workforce Development for the City of Boston

1:15 - 2:00 PM Panel 1: COVID Response and Workforce Transitions in Greater Boston

This session will highlight how workforce development organizations, educational institutions, and training providers have shifted their operations and program delivery mechanisms in this COVID

environment. Topics to be discussed include emerging and contracting STEMM workforce development opportunities in Greater Boston, partnerships to support operations in a resource constrained environment, and continuity in training and wrap-around services as programs move remote.

- Kaitlyn Bean, Senior Program Officer, The Boston Foundation
- Lane Glenn, President of Northern Essex Community College
- Joanne Pokaski, Senior Director of Workforce Development at Beth Israel Deaconess Medical Center
- Jerry Rubin, President and CEO of JVS Boston
- Moderator: Deeneaus "D" Polk, Bosch Fellow at the Robert Bosch Foundation

2:00 - 2:15 PM Break

2:15 - 3:00 PM Panel 2: COVID and Boston's Economic Divide: The Intersection of the Pandemic, Racial and Socioeconomic Inequality, and Access to Good Jobs in STEMM

This panel will focus on the ways that COVID has exacerbated existing inequities in the city, and how multi-stakeholder approaches to STEMM workforce development can directly address those inequities. The panel will explore how different institutional actors are working to embed anti-racism in their training and pipeline development activities. We will also explore how these institutions have adapted their programming in response to the murder of George Floyd and the racial uprisings across our nation that followed.

- Tyra Anderson-Montina, Boston Site Director of Year Up
- David Delmar Senties, Founder and Executive Director of Resilient Coders
- Valerie Roberson, President of Roxbury Community College
- Neil Sullivan, Executive Director of the Boston Private Industry Council
- Moderator: Peter Blair, Assistant Professor of Education at the Harvard Graduate School of Education

3:00 - 3:45 PM Panel 3: Catalyzing STEMM Entrepreneurship for Economic Mobility

This panel will explore the linkages between entrepreneurship and STEMM workforce development, articulating how entrepreneurship can provide new routes to economic mobility for Bostonians coming out from this crisis. Specific topics include how entrepreneurship can create job transition pathways, provide insights into emerging STEMM careers, catalyze ownership and employment opportunities and provide a foundation for workforce education. This discussion will also highlight how entrepreneurial support organizations--including incubators, accelerators and makerspaces-- have worked closely with community-based partners to build ecosystems with strong connections to STEMM workforce development programming, and ways this has changed as a result of the pandemic.

- Jen Faigel, Executive Director and Co-Founder of Commonwealth Kitchens
- Sonia Moin, Senior Director of Urban Business Initiatives at ICIC
- Michelle Weise, Senior Advisor and Entrepreneur-in-Residence at Imaginable Futures

- Moderator: Cecilia Wessinger, Principal/ Founder, Mass Collaboration

3:45 – 4:15PM Workshop Reflections – A Discussion

In this session, discussants reflect on the lessons learned from the day's discussions, with an eye to highlighting important policy implications for the labor market recovery in Boston and in the nation.

- Maria Flynn, President and CEO, Jobs for the Future
- Robert Schwartz, Professor Emeritus of Education at the Harvard Graduate School of Education

4:15 – 4:30PM Closing Remarks

A closing summary of themes and takeaways from the workshop and key priorities for Greater Boston's workforce ecosystem and policy, business, education, and training institutions.

- Christine Abrams, President and CEO, Commonwealth Corporation

MEETING REGIONAL STEMM WORKFORCE NEEDS IN THE WAKE OF COVID-19: A VIRTUAL WORKSHOP SERIES

Statement of Task

A committee will plan and host a series of six virtual workshops to identify immediate and near-term regional science, technology, engineering, math, and medical (STEMM) workforce needs in the wake of the COVID-19 pandemic. COVID-19 has impacted workforce demand that includes, but is not limited to, data analytics for logistics and operations, health care, manufacturing, agriculture, and IT infrastructure. The workshops will highlight promising practices that 2-year and 4-year higher education institutions, as well as non-academic training and certification programs, can utilize to respond urgently and appropriately to those needs. In this context, effectiveness of the practices will be judged, in part, on the number of learners who can be reached, especially in the skilled technical workforce. A series of five regionally-specific virtual sessions will address the following questions:

- How have the current and near term regional STEMM labor market needs changed as a result of the COVID-19 pandemic, particularly the needs for the skilled technical workforce (e.g., in IT and computing fields, health tech sectors, manufacturing)?
- To what extent can a regional profile be created that links STEMM educational and training resources with COVID-19 impacted workforce needs, including retraining and certification of professionals?
- What practices and policies can local higher education institutions and workforce training organizations adopt to respond to local industry STEMM workforce needs, both individually and as part of regional coalitions? Which effective practices and policies are replicable and scalable? What barriers, if any, exist that inhibit these programs from meeting COVID-19 shifts in regional STEMM workforce needs?
- How can workforce training and education systems address the significant and urgent needs of the underrepresented minority population, which has been especially impacted by the effects of COVID-19? Can the recent events related to the death of George Floyd raise awareness of the disenfranchisement of the nation's underrepresented minority populations that result from institutionalized racism, and therefore increase focus on the particular needs of those populations?
- What actions are needed to assist local higher education institutions, training and certification programs, industry, and policy makers at the local, state, and federal levels in fostering improved linkages between education and training resources and STEMM workforce needs at the regional level as a result of the COVID-19 pandemic?

Following the five regional sessions, the Committee will convene a concluding virtual workshop, and a designated rapporteur will prepare a proceedings of the workshop series.