



# BOSTON PRIVATE INDUSTRY COUNCIL

October 2023



# Who is the PIC?

For more than **40 years**, the PIC has worked at the intersection of business and community interests to **connect Boston residents to promising career pathways**, while **creating a diverse talent pipeline for local employers**. Our work is grounded in the belief that meaningful employment changes lives, lifts people out of poverty, and strengthens the local economy.

As both Boston's **MassHire Workforce Board** and its **school-to-career intermediary organization**, the PIC brings together employers, educators, and workforce organizations to **help guide the agenda for education and workforce preparation**.

**A top-level board of directors and a broad-based Council**, both appointed by **Mayor Michelle Wu**, make it possible for the PIC to exercise unique influence and leadership.



## School-to-Career

Work experience and career exploration for Boston high school students - including school-year and summer jobs, internships, job shadows, bootcamps, and other activities.



## Youth Transitions

- Re-engagement for disconnected youth
- Post-secondary coaching for Boston Public Schools (BPS) graduates



## Research

Conducts research on education and workforce development issues to inform PIC's programs and local and state policy.



## Career Centers

Conducts research on education and workforce development issues to inform PIC's programs and local and state policy.



## Industry Sector Convenings

Convene leaders in healthcare, STEM, and tech in partnership with industry, education, and non-profits.



## **Board of Directors**

### **Chair**

Darren Donovan, Managing Principal (ret.)  
KPMG Boston

### **Treasurer**

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Vertex Pharmaceuticals

Danny Best, Vice President, Diversity, Equity & Inclusion  
Federal Reserve Bank of Boston

Kevin Churchwell, MD, President and CEO  
Boston Children's Hospital

Pam Y. Eddinger, President  
Bunker Hill Community College

Paul Fleming, Executive Vice President  
State Street Corporation

Robert Higgins, MD, President and EVP (MGB)  
Brigham and Women's Hospital

Chrissy Lynch, Secretary-Treasurer and Chief of Staff  
Massachusetts AFL-CIO

Mary Skipper, Superintendent  
Boston Public Schools

Marcelo Suárez-Orozco, Chancellor  
University of Massachusetts Boston

### **President**

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Boston PIC, MassHire Workforce Board

### **Clerk**

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Federal Reserve Bank of Boston

Kate Bennett, Administrator  
Boston Housing Authority

Dan Carton, Director, Human Resources  
Tufts Medical Center

Harneen Chernow, Director  
1199SEIU Training & Upgrading Fund

Kristin Driscoll, Director, Workforce Development  
Boston Children's Hospital

Toni Elka, Executive Director and Founder  
Future Chefs

Greg Janey, President  
Janey Construction Management

Lauren Jones, Executive Vice President  
Massachusetts Business Roundtable

Michael Jorgensen, General Manager  
Omni Boston at the Seaport

Michael O'Neill, Executive Vice President,  
New Business Development  
Zozimus

John Pepper, CEO & Co-Founder  
Boloco

Joan Phillips, Assistant Commissioner  
Massachusetts Rehabilitation Commission

Joanne Pokaski Assistant Vice President,  
Planning and Workforce Development  
Beth Israel Lahey Health

James Rooney, President & CEO  
Greater Boston Chamber of Commerce

Mary Jane (MJ) Ryan, Senior Director,  
Workforce Development and Economic Opportunity  
Mass General Brigham

Sharon Scott-Chandler, President & CEO  
Action for Boston Community Development

Emily Shea, Commissioner, Elderly Affairs  
City of Boston

Sacha Stadhard, Policy and Program Manager  
Executive Office, Labor and Workforce Development

Jessica Tang, President  
Boston Teachers Union

John Tobin, VP, City and Community Affairs  
Northeastern University

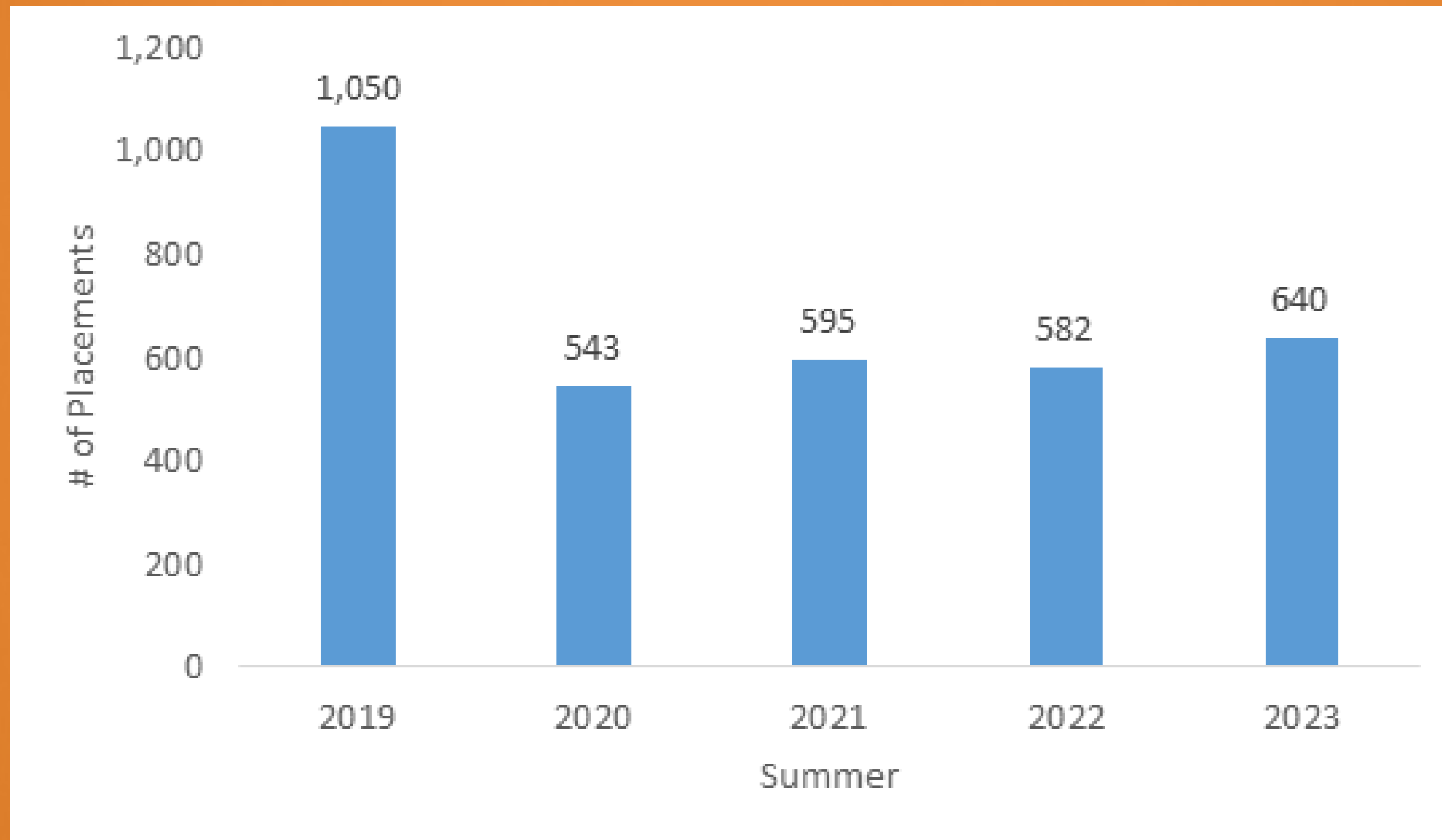
Steven Tompkins, Sheriff  
Suffolk County

Erin Travassos, Talent Acquisition Manager  
Eversource Energy

James Whalen, Senior Vice President and CIO  
Boston Properties



# Trends in PIC Direct Placements, 2019-2023



# Industry Sectors for PIC-Brokered Placements Compared to Indirect/Surveyed Jobs

Top Industries of PIC-Brokered Placements	% of Total Placements	Top Industries for Indirect/Surveyed Placements	% of Total Placements
Healthcare (hospitals)	52%	Accommodations/Food Service	27%
Finance and Insurance	18%	Retail Trade	21%
Professional & Technical Services (Legal, Architectural/ Engineering/ Life Sciences)	13%	Arts/ Entertainment/ Recreation	10%
Educational Services (colleges/universities)	12%	Social Assistance (CBOs)	9%
<b>Total, Above 4 Share of PIC-Brokered Placements</b>	<b>94%</b>	<b>Total, Above 4 Share of Indirect/Surveyed Placements</b>	<b>67%</b>

Source: PIC student management information system



# Mayor's Summer Jobs Campaign

Beginning in 1993 Boston's Mayor Menino created the youth summer jobs program. Since then Mayor Walsh, interim Mayor Janey and current Mayor Wu have included this program as a priority for their administration. The campaign includes public and private sector job opportunities and funding. Key partners include:

- **SuccessLink** – City of Boston  
City & State funding
- **SummerWorks** – ABCD  
City & Grant funding
- **MLK Scholars** – John Hancock  
John Hancock funding
- **Private Sector Internships** – PIC  
Employer Paid

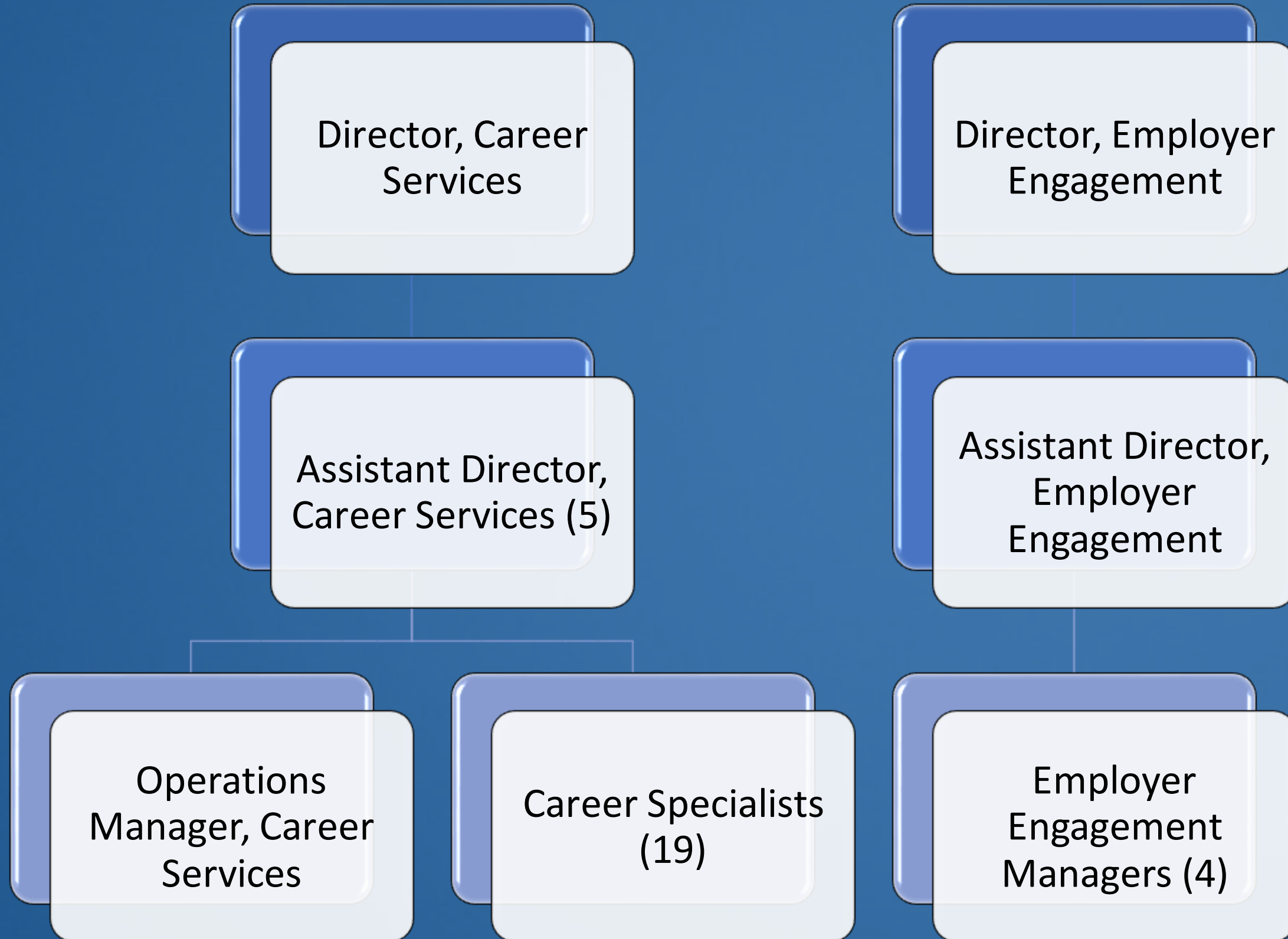








# PIC Staffing Structure



## Employer Engagement – 6 FTE

1 Director

5 Employer Engagement staff

- *Healthcare, IT, FIRE, Science & Engineering, Hospitality, Higher Education*

# PIC Intern Job Readiness

PIC Career Specialists, present in most BPS high schools, work closely with students throughout high school to prepare them to join the workplace through a series of job readiness workshops and career exploration programs.

Activities include:

- Mock interviews & resume writing
- Speaker series and career panels
- Skill-building vacation week bootcamps
- Other Activities (financial literacy workshops, computer trainings, etc.)

Participating in these activities gives PIC employer partners an opportunity to get to know students before interviewing and hiring in the spring.



**MEET THE PROS**  
A VIRTUAL SPEAKER SERIES  
Series IV: Human Resources/People  
Wednesday, August 4, 2021 | 12:30 - 1:30 p.m.

 <b>BRENDA KIROUAC</b> Assistant Vice President, Human Resources Manager/Senior Business Federal Home Loan Bank (Moderator)	 <b>MARK ESTRADA</b> Vice President, Talent Acquisition Berkshire Bank (Panelist)	 <b>SEMIKA SCOTT</b> Business Partner, Human Resources Boston Children's Hospital (Panelist)	 <b>KAROL VASQUEZ</b> HR Officer Boston College (Panelist)
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FHLBank Boston | BerkshireBank | Boston Children's Hospital | PIC | BOSTON PRIVATE INDUSTRY COUNCIL



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*April 6, 2023*

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**PAID  
SUMMER  
YOUTH JOBS**

*April 6, 2023*

*Everywhere*



# Mapping Our Environment

## Associations

- Boston Foundation
- Chamber of Commerce
- EdVestors
- Boston Society of Architects
- Life Science Cares
- TechHire
- Healthcare Careers Consortium

## Boston Private Industry Council

Work Based Learning  
Summer Internships

## Institutions

- Boston Public Schools
- Bunker Hill CC
- UMass Boston

## Individuals

- HR
- Talent/Recruiting
- Workforce Development
- Managers/Supervisors
- Teachers
- School Administrators
- Pathway Coordinators
- Elected officials
- Funders
- Career Specialists
- Employer Engagement

## Employers

- Hospitals
- Business/Finance
- Biotech
- Real Estate
- Arts
- Construction/Engineering
- Architecture
- Higher Education
- Law
- Tech/IT

## Government

### Agencies

- Governor's Office
- Mayor's Office
- MA Department of Education
- Office of Workforce Development
- Office of Youth Employment

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## Work Based Learning Summer Internships

## Individuals

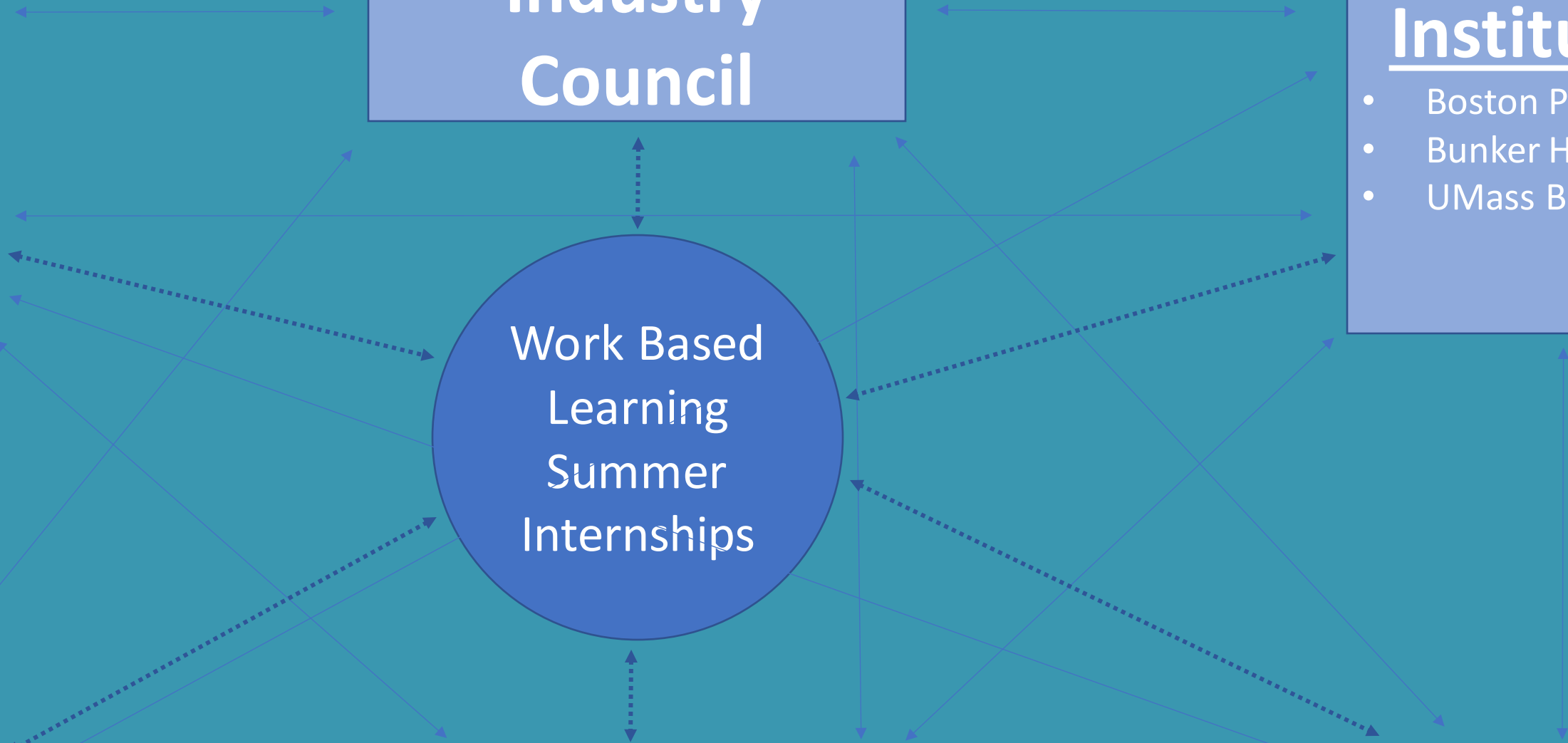
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- Office of Youth Employment



# Internship Timeline

Time Period	Event	Key Partners & Responsibilities
Fall	<ol style="list-style-type: none"> <li>Career Specialists (CS) prepare students for upcoming internships through workshops and events in and after school</li> </ol>	<ol style="list-style-type: none"> <li>CS</li> </ol>
December-January	<ol style="list-style-type: none"> <li>Employers engage in planning meetings with Employer Engagement (EE) team (ex. plan budgets, number of hires, program plans, interview details)</li> <li>Employers and students participate in "Sector Preview Days"</li> </ol>	<ol style="list-style-type: none"> <li>Employers, EE Team</li> <li>Employers (presenting), EE Team (logistics), CS (recruit students)</li> </ol>
February- March	<ol style="list-style-type: none"> <li>Application launches</li> <li>Students' complete PIC Application and indicate sectors of interest</li> <li>Employer Engagement matches students to potential interview opportunities</li> <li>Students participate in paid skill building bootcamps</li> </ol>	<ol style="list-style-type: none"> <li>CS</li> <li>EE Team</li> <li>Employers (hosts), EE (logistics), CS (student recruitment)</li> </ol>
March-May	<ol style="list-style-type: none"> <li>Career specialists prepare students for interviews</li> <li>Students participate in interviews, and employer make hiring decisions</li> </ol>	<ol style="list-style-type: none"> <li>CS</li> <li>Employers &amp; EE team (logistics), CS (prep students)</li> </ol>
May-June	<ol style="list-style-type: none"> <li>Students complete on-boarding and pre-trainings/orientations with employers</li> <li>Supervisor trainings are hosted by employers</li> <li>PIC hosts DEI training for supervisors</li> <li>PIC hosts student orientation for private sector interns</li> </ol>	<ol style="list-style-type: none"> <li>Employers (host), EE team &amp; CS (information sharing)</li> <li>Employers (host/facilitate), EE &amp; CS (facilitate)</li> <li>EE team (logistics)</li> <li>EE team (logistics), CS (recruit students, facilitate)</li> </ol>
July- August	<ol style="list-style-type: none"> <li>Internship programs run for 6-7 weeks</li> </ol>	

# The Hiring Cycle



## Source/Apply

Working with PIC Career Specialist, Boston Public Schools high school students develop resumes and complete the PIC Summer Internship Application, indicating both sector and role of most interest.



## Match

Using student resumes and applications to gauge student interest and skills, PIC staff match students with companies hosting internships for potential interviews



## Interview

Employers partner with PIC Employer Engagement Managers to schedule and conduct interviews. Employers then select interns and make offers.



## Onboard

In partnership with PIC Employer Engagement Managers and Career Specialists, employers collect the needed information to onboard interns into their payroll systems.



# PIC Support to Employers

Dedicated PIC Employer Engagement staff are available throughout the school year and summer to address employer questions and concerns, ensuring a productive and positive summer experience.

**Before and during summer internship programs, the PIC will assist in:**

- Planning and development of internship program
- Planning, scheduling interviews
- Onboarding students
- Training supervisors
- Student/intern evaluation process
- Provide peer support and resources through the Employer Network





# PIC Convenings



- Convening of employers who hire Boston Public Schools high school students and/or recent graduates as part of their early pipeline strategy as well as nonprofit and Boston Public Schools partners
- A peer-to-peer learning network to support early talent pipeline programs and share community-wide best practices and scaled impact.



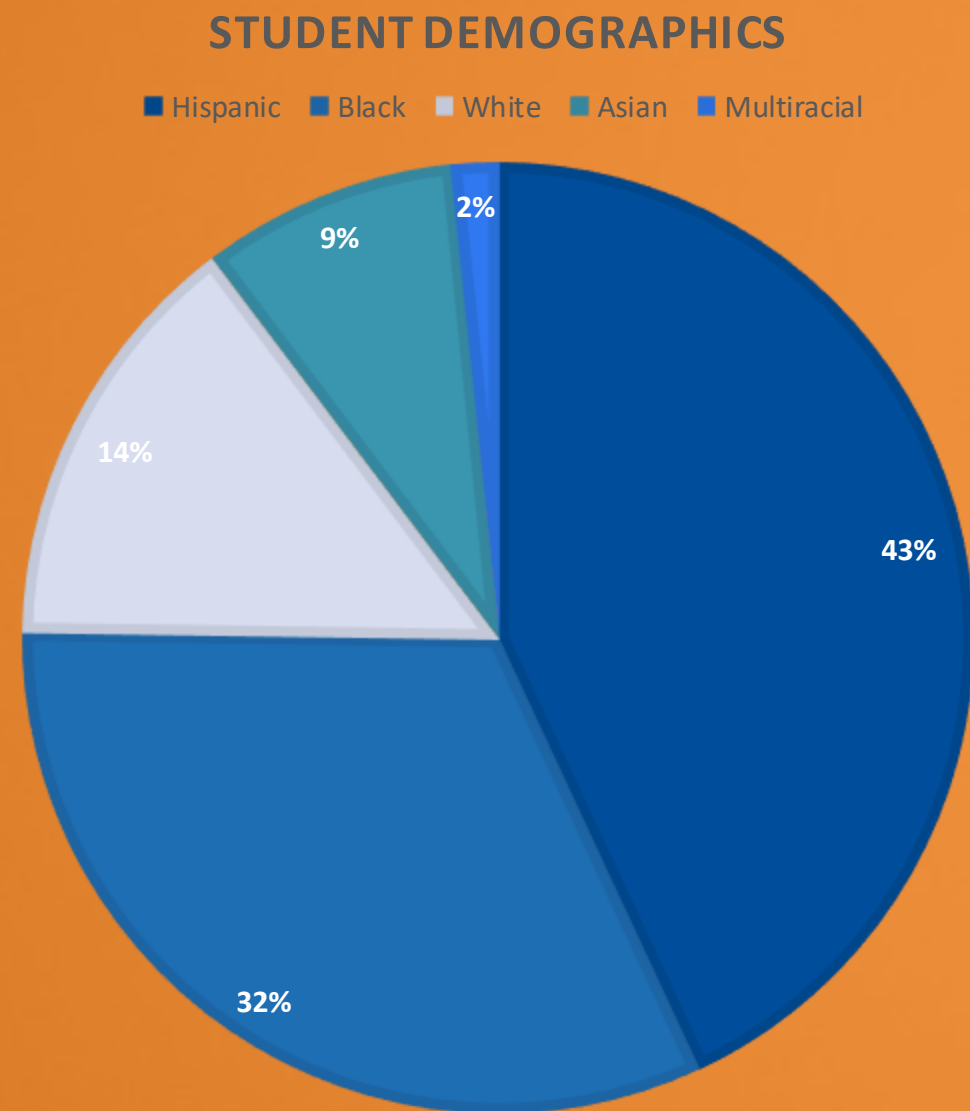
- Convening of CIOs, non-profits, tech training providers, and educational institutions working to:
  - Develop a more diverse, equitable and inclusive Boston area IT/tech workforce
  - Connect Boston area residents and employers to alternate tech training and education programs



- Brings together Boston's largest hospitals, other healthcare employers, government, community colleges, career centers, and nonprofit organizations
- 50+ active member organizations
- Focused on:
  - connecting employers and training programs to job seekers
  - enabling employers to find and develop the skilled workforce they need to meet and to adapt to industry demands

# Boston Public Schools Overview

SY2021 enrollment is 48,957 (as of 10/1/21), including **15,216 students in grades 9-12**



There are 121 schools in BPS:

- 7 schools for early learners
- 41 elementary schools (K-5 or K-6)
- 31 elementary/middle schools (K-8)
- 4 middle schools (6-8)
- **4 middle/high schools (6-12)**
- **1 K-12 school**
- **18 high schools (7-12 or 9-12)**
- **3 exam schools (7-12)**
- 6 special education schools
- 5 alternative (at-risk) schools and programs

# Summer 2022





BOSTON  
PRIVATE  
INDUSTRY  
COUNCIL

**Thank you!**

**Josh Bruno**

*Employer Engagement Director*

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