



COMMONWEALTH
CORPORATION

Commonwealth Corporation strengthens the skills of youth and adults so that they can thrive in the Massachusetts economy. By building their skills, we help businesses meet their workforce needs. We seed innovative solutions in response to critical labor market challenges through partnerships with industry, education and workforce organizations.

Commonwealth Corporation is a Massachusetts quasi-public corporation within the Executive Office of Labor and Workforce Development.

Planning for an Aging Workforce in Massachusetts: A Forum for Businesses & Workforce Professionals

Wednesday, July 20, 2011
@ Holy Cross, Worcester MA

Description

This forum will focus on issues associated with the labor supply challenges resulting from an aging workforce.

Key findings from two new publications – [The Increased Presence of Older Workers in the Massachusetts Labor Market: Implications for the Workforce Development Policies, Workplace Accommodations, and Universal Design](#), written by Neeta Fogg and Paul Harrington from the Center for Labor Markets & Policy at Drexel University, and [Retaining Older Workers: Practical Strategies for Workforce Development Leaders](#), written by Andrew Bundy from Community Matters – will be presented.

Two panels – one from the business perspective and one from the workforce development perspective – will share challenges and approaches to managing issues related to an aging workforce.

The newly released reports are also available electronically on our website, www.commcorp.org.

Our Work in Older Worker Strategies

Commonwealth Corporation invests in research, convenes stakeholder discussions and supports pilot programs to understand the impact of the aging workforce. We support the development of strategies to ensure we have a sufficient supply of skilled workers to support our state's economic growth.

Our Older Worker Retention Strategies Grants supported six businesses and one industry association to design strategies to retain targeted groups of older workers. To learn more about the Older Worker Retention Strategies Grants, visit www.commcorp.org.

Co-sponsors

Commonwealth Corporation is proud to co-sponsor this event with the following organizations:

The New England Council
Drexel University Center for Labor Markets & Policy
Executive Office of Labor & Workforce Development
Executive Office of Elder Affairs
Massachusetts Department of Career Services
Massachusetts Workforce Board Association
Massachusetts Workforce Professionals Association

Panelist Bios

Leslie Parady

Leslie Parady has worked as a Project Manager for MassMEP for the past four years, overseeing a number of programs focused on workforce development. Through grants provided by the federal and state government, MassMEP has successfully trained over 500 machine operators through the nationally acclaimed MOST (Mobile Outreach Skills Training) program.

In 2009, Parady expanded the MOST program to include advanced CNC skills training at Worcester Polytechnic Institute (WPI) and Worcester Technical High School (WTHS). The 260-hour program trains and retrains unemployed individuals for careers in advanced manufacturing. It is one of the few active manufacturing apprentice programs in Massachusetts.

Joanne Pokaski

Joanne Pokaski is the Director of Workforce Development at Beth Israel Deaconess Medical Center. Prior to BIDMC, Pokaski served as Director of Boston Career Link, a one-stop career center. Before that, she worked at Morgan Memorial Goodwill Industries, the Boston Redevelopment Authority, and the federal agency overseeing Medicare and Medicaid.

She earned a Bachelor's degree in Government from Harvard College and a Master's degree in Public Affairs from the Woodrow Wilson School of Public and International Affairs at Princeton University.

Pokaski is a member of the Boston Private Industry Council (PIC) and is the chair of the PIC's Boston Healthcare Careers Consortium, which is convening Boston's healthcare employers, academic institutions and workforce system to ensure a prepared workforce for Boston's healthcare sector.

Agenda

8:30-9:00am

Registration & Refreshments

9:00-9:20am

Welcome – Nancy Snyder, *Commonwealth Corporation*
Opening Remarks –
Joanne Goldstein, *Secretary, Labor & Workforce Development*
Ann Hartstein, *Secretary, Elder Affairs*

9:20-9:40am

Presentation on Labor Supply Challenges
Associated with an Aging Workforce – Paul Harrington, *Center for Labor Markets & Policy, Drexel University*

9:40-10:25am – Business & Organized Labor Panel –

Moderated by Rebekah Lashman, *Commonwealth Corporation*

Raymond Beaudry, *Plumbers & Pipefitters Local 4 and Worcester/Fitchburg Building Trades Council*
Diane Ferrera, *AccuRounds & Boston Centerless*
James McCaffrey, *Mercer*

Joanne Pokaski, *Beth Israel Deaconess Medical Center*

10:25-11:20am – Workforce Practitioner Panel –

Moderated by George Moriarty, *Massachusetts Department of Career Services*

Don Anderson, *Workforce Central Career Center*

Joan Cirillo, *Operation A.B.L.E.*

Valerie Fletcher, *Institute for Human-Centered Design*

Leslie Parady, *MassMEP*

11:20-11:30am

Closing – Nancy Snyder, *Commonwealth Corporation*

Bios

Joanne F. Goldstein

Secretary Joanne F. Goldstein was appointed by Governor Deval Patrick in January 2010 to oversee the Commonwealth's eight labor and workforce regulatory agencies and to lead the Commonwealth's efforts on training and re-employment for unemployed and underemployed workers. She serves as a member of the Governor's cabinet.

In 2007, she was appointed by Attorney General Martha Coakley as chief of the Attorney General's Fair Labor Division, where she was responsible for the enforcement of the wage and hour laws of the Commonwealth. She served as a General Counsel for the Utility Workers Union of America, where she oversaw all union legal matters and spearheaded national policy on workforce, health and safety issues. She is the recipient of the Women's Bar Association 2009 Women of Justice Award, the Cushing-Gavin Award and the AFL-CIO Achievement Award.

Ann L. Hartstein

Ann L. Hartstein was appointed Secretary of the Massachusetts Executive Office of Elder Affairs by Governor Deval Patrick in July 2009. Prior to being appointed, she served as Executive Director of the Massachusetts Association of Older Americans and Assistant Secretary for Policy and Program Development at the Massachusetts Executive Office of Elder Affairs.

Secretary Hartstein acquired a solid understanding of the elder community within Massachusetts as a result of her eleven-year tenure as director for a Council on Aging in a suburb west of Boston, and through her experience as Director of Barnard Services for the Hale-Barnard Corporation, a case manager for elder services, a social worker in a home-health agency and hospice, and in a long-term care facility.

Panelist Bios

Valerie Fletcher

Valerie Fletcher has been Executive Director since 1998 of the Institute for Human Centered Design (IHCD), an international educational and design non-profit organization based in Boston, Massachusetts founded in 1978 as Adaptive Environments. Fletcher writes, lectures and works internationally. She currently oversees projects ranging from the development of a global, web-based collection of case studies of universal design in the built environment to user expert research in cultural facilities, national parks and service businesses. Her research focus is social and environmentally sustainable solutions for classrooms, workplaces and homes.

She is a Special Advisor to the government of Singapore and to the UN Department of Economic and Social Affairs. Fletcher has a master degree in Ethics and Public Policy from Harvard University.

James McCaffrey

Jim McCaffrey is a client manager and a member of Mercer's global Senior Partner Group. He has served in a variety of leadership roles in Mercer's New England and U.S. businesses. McCaffrey has consulted with a broad range of clients on benefits and compensation issues – helping them develop and implement total rewards strategies. His clients have included organizations such as State Street, Textron, John Hancock, Houghton Mifflin Harcourt, Raytheon, and The Estee Lauder Companies, Inc.

In his relationship manager role he is responsible for the coordination and delivery of services on a global basis. McCaffrey has a bachelor's degree from Georgetown University and J.D. degree from Boston University. He is a member of the bar of the State of New York, the bar of the Commonwealth of Massachusetts and the American Bar Association.

Panelist Bios

Joan Cirillo

Joan Cirillo is the Executive Director of Operation A.B.L.E. of Greater Boston, a non-profit organization dedicated to getting mature workers 45 and older back to work. Founded in 1982, A.B.L.E. offers a variety of retraining and job search assistance programs to help mature workers transition back into the workforce. In 2011, A.B.L.E. was awarded Citizens Bank's Champion in Action Award for outstanding service to the community.

Cirillo earned Bachelor and Master degrees in Education and has an MBA from Simmons Graduate School of Management. She sits on a variety of Boards, including two local Workforce Investment Boards. She was also Chair of the Job Training Alliance of MA for two years. Since 2002, she has served as a national judge for AARP's Best Employers for Workers 50 and Older Awards and has served as a Job Doc for the *Sunday Boston Globe* for seven years.

Diane Ferrera

Diane Ferrera is the Human Resources Manager for AccuRounds, Avon, MA and Boston Centerless, Woburn, MA. She has 25 years experience in all HR disciplines, working in the manufacturing and wholesale/retail food industries. For the past 5 years, she has been an advisory board member at the Southeastern Regional Vocational Technical High School.

Ferrera received her SPHR certification in December 2010 and holds her bachelor's degree in Education and Psychology/Sociology from the University of Massachusetts Boston, along with an Associate's degree from Fisher College.

Bios

Paul Harrington

Paul Harrington is Director of the Center for Labor Markets and Policy at Drexel University. His work focuses on the connections between education, training and other human resource development activities and the outcomes they produce in the labor market. He has written and spoken widely on topics ranging from early education teacher labor markets to immigration and science, technical, engineering and math labor market issues and youth and older worker labor market issues.

He has testified before both houses of Congress on issues ranging from decennial Census measurement issues to problems of family poverty as well as a number of state and local legislative entities on a variety of topics. CLMP works with a variety of business organizations, federal, state and local government agencies, educational institutions and systems at the secondary and post-secondary level as well as the nation's workforce development system.

Nancy Snyder

Nancy Snyder has been President and CEO of Commonwealth Corporation since June of 2007. Prior to that, Snyder served as Deputy Director at the Boston Private Industry Council from 1995-2007. Between 1984 and 1995, she held leadership positions in Boston city government, including Staff Director to former Boston Mayor Raymond L. Flynn, Deputy Assistant Commissioner at the Department of Health & Hospitals, and Director of Jobs and Community Services for the City of Boston.

Snyder worked for 9to5 Organization for Working Women from 1979-1984. She earned an MBA from Boston University in 1994 and a Certificate from the Advanced Management Program at the Harvard Business School in 1988.

Moderators

Rebekah Lashman

Rebekah Lashman is Senior Vice President of Commonwealth Corporation. She leads the Corporation's applied research, evaluation and regional and sector strategies teams, building upward mobility pathways in partnership with regional and state partners to prepare Massachusetts residents for the Commonwealth's critical vacancies.

Previously, Lashman served as Manager of Workforce Partnerships for the Boston Private Industry Council, as a national workforce development consultant at Jobs for the Future and as a Program Development Specialist for Massachusetts' Department of Employment and Training. She received her MBA from Simmons College Graduate School of Management.

George Moriarty

George Moriarty is the Director of the Department of Career Services (DCS) within the Massachusetts Executive Office of Labor and Workforce Development. As the Director of DCS, he administers federal and state workforce development dollars that support the programs and services offered through the 16 Workforce Investment Boards and the One-Stop Career Center system.

Moriarty previously served as the Executive Director of The Career Place, a career center managed by Middlesex Community College. Prior to that he held leadership positions at the Boston Private Industry Council.

Panelist Bios

Don Anderson

Donald H. Anderson is the Director of Workforce Central Career Centers in Worcester, Milford and Southbridge. Anderson is also the Workforce Investment Act Administrator for the Central Mass Region on behalf of the Worcester City Manager.

He is recent Chair of the Mass Workforce Professionals Association and is a member of the Central Mass and Massachusetts Workforce Investment Boards. He has been actively involved in a variety of public workforce development initiatives for over twenty-five years, holds a Bachelor's Degree in History from the College of William and Mary, and holds a Master's Degree in Human Resource Education from Boston University.

Raymond Beaudry

Raymond Beaudry Jr., is the Business Manager/Financial Secretary for the Plumbers & Pipefitters Local 4 and also the Vice President of the Worcester/Fitchburg Building Trades Council. Beaudry represents 510 Plumbers, Pipefitters and Refrigeration Technicians for Local 4 and roughly 7,000 members throughout all 15 Building Trades.

Beaudry is committed to workers in the industry having the right to collectively bargain for fair wages and benefits, the right to work under safe, sanitary conditions and to be treated with dignity and respect.

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