



**TECH
COUNCIL**
OF DELAWARE

ANNUAL REPORT

2023-2024

A MESSAGE FROM THE EXECUTIVE DIRECTOR

As a growing industry association, the Tech Council of Delaware proudly reflects Delaware's reputation as 'Small but Mighty.' With a lean team of three full-time employees, several dedicated partners, and 72 organizational and individual members, the Council has made a notable impact on the state's tech ecosystem this past year. Key achievements include creating a three-year strategic plan, co-developing a workforce proposal for the Federally designated Precision Medicine Tech Hub (PROPEL), graduating the first Delaware cohort of the American Dream Academy, launching a second successful cohort of the award-winning Yes, We Tech! summer internship program, publishing two editions of the Tech Council Chronicle, building the Connect To Tech tool, and hosting two Tech Ecosystem Conferences including a Tech Start-Up Symposium and several artificial intelligence sessions.

While these contributions to Delaware's tech ecosystem are commendable, they mark only the beginning—there is still much more to achieve. With the launch of a new strategic plan on July 1, 2024, the Council is making progress toward becoming an independent nonprofit entity. The core focus areas of *Tech Talent Development & Economic Mobility*, *Advocacy & Government Relations*, and *Professional Network Development* serve as key guideposts as we convene members, engage stakeholders, and foster growth in the tech community. The strategic plan solidifies the Council's role as an industry intermediary responsible for securing workforce investments, proactively shaping tech policy, and building connections between employers and tech talent to ensure Delaware remains a thriving hub for tech businesses and professionals alike.

The future of the Tech Council of Delaware is bright. However, sustained commitments and active participation from its board of directors, sponsors, members, partners and stakeholders are essential to ensuring long-term success. For Delaware's tech ecosystem to reach its full potential, the ecosystem requires collaboration between employers, start-up leaders and entrepreneurs, investors, power brokers, tech influencers, technologists, educators, community leaders, and elected officials. By working together on initiatives that drive innovation and attract new businesses and talent to the state, we can build and sustain momentum. The Tech Council of Delaware, alongside other stakeholders, plays a pivotal role in turning this vision into reality.

We believe Delaware has the potential to become a world-renowned hub for technology and innovation, producing outcomes that lead to economic development, mobility, and prosperity for everyone. However, the First State cannot afford to rest on its reputation as a great place to live, work, and play, or sit on the sidelines while other states and tech hubs seize unprecedented opportunities—Federal funding, tech-focused philanthropic grants, and private industry investments—which spark transformational change in those regions. To stay competitive, Delaware must eliminate silos and embrace collaboration, just as attractive regions and thriving tech hubs are doing all across the country.

The heart of this call to action for sustained participation and substantive commitment from stakeholders and leaders is rooted in my belief in the power of partnerships and my unwavering dedication to being a servant leader. Our ‘Small but Mighty’ tech council staff will continue doing its part to serve its members and add value to the state’s tech ecosystem, including forming, leading and strengthening local, regional, and national partnerships.

If you believe that the First State can be the Best State for Tech, then I invite you to begin or deepen your engagement with the Tech Council of Delaware. There is no better time than the present to create the future we desire. Let’s make Delaware’s tech ecosystem shine brightly for the world to see.



Zakiyyah Ali

Zakiyyah Ali, Executive Director
Tech Council of Delaware

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MEET THE TEAM



Zakiyyah Ali
Executive Director



Joshua Berkow
Director of Operations



Vishakha Jha
Director of Education



Ava Plagge
Technology Intern
June-August 2024



Michelle Zhou
Technology Intern
June-August 2024



THE STRATEGIC PLAN

The Tech Council of Delaware is thrilled to unveil its new three-year strategic plan, a detailed roadmap crafted to guide the organization into its next phase and reinforce its role as an industry intermediary and vital contributor to Delaware's tech ecosystem. Formed by Rodel in 2021, with the mission to develop inclusive tech talent pipelines, create a strong tech ecosystem, and elevate Delaware's position as a tech hub, the Council has made remarkable progress since its inception.

As the Council approached the end of its three-year incubation period within Rodel on June 30, 2024, it embarked on a planning process to ensure a seamless transition into an independent entity while continuing a strong track record of performance. In early 2024, a request for quotes procurement process led to the selection of The Barthwell Group, a certified woman-owned, minority-owned, and small business enterprise, to lead the development of the new strategic plan. Beginning in March 2024, the Tech Council of Delaware, The Barthwell Group, and Rodel engaged in a comprehensive and collaborative strategic planning process. The resulting plan, informed by input and feedback from members and stakeholders, outlines a clear vision for the next three years (FY2025–2027). The plan solidifies the Tech Council of Delaware as an industry and workforce intermediary with responsibility for supporting Delawareans with developing the skills and credentials necessary to compete for high-wage careers and for advocating on behalf of its members and the state's tech industry. Ultimately, the new strategic plan enables the Council to play a major role in ensuring Delaware remains a vibrant, interconnected, and inclusive tech ecosystem.

The Tech Council of Delaware thanks Rodel for serving as an essential backbone organization and supportive partner in this important systems-building work. We are appreciative of The Barthwell Group for leading this lofty undertaking with a high degree of expertise, collaboration, and professionalism. Many thanks to Launch Point Labs for embedding the strategic plan into an easy-to-read, branded publication. Our thanks to all of the Council members, stakeholders, and strategic partners who contributed to the development of the new vision, mission, core focus areas, goals, and objectives.

Delaware's tech future is bright!





MISSION

The Tech Council of Delaware enhances tech workforce development and skill building to support an inclusive tech workforce. We mobilize our partners and members to seek impactful investments that expand employment opportunities and drive economic mobility for Delawareans pursuing tech-related careers.

VISION

Advocate for and sustain a strong and inclusive tech workforce in Delaware to ensure a thriving economy and equitable career opportunities for all Delawareans.

THE TECH COUNCIL OF DELAWARE ENVISIONS A STATE WHERE A ROBUST AND INCLUSIVE TECH WORKFORCE DRIVES A THRIVING ECONOMY AND EQUITABLE CAREER OPPORTUNITIES FOR ALL DELAWAREANS.

CORE FOCUS AREAS

Tech Talent Development & Economic Mobility

We mobilize partners to attract workforce investments to support aspiring and current tech professionals with developing the skills, competencies, and credentials to compete for high-wage careers and achieve economic mobility.

Advocacy

We communicate and amplify tech perspectives, interests, and needs to advance tech policy and advocate for those we serve. We encourage solutions and diverse perspectives that support the advancement of the tech workforce and tech economy in Delaware.

Professional Network Development

We connect Delaware's tech career seekers with employers and recruiters, facilitating the expansion of their professional networks and providing valuable opportunities for relationship building. We lead and collaborate on technology initiatives that foster career development and advancement for technologists and aspiring tech professionals.



READ THE PLAN HERE!

FINANCIAL OVERVIEW

The Council began fiscal year 2024 with a starting balance of \$764,689 consisting primarily of committed but unspent grant funding. An additional \$1,329,427 of grant commitments were earmarked this fiscal year along with \$69,466 in additional revenue from corporate sponsorships, memberships, and events. The Council's expenses totaled \$1,084,349 across two major categories: general operating expenses (\$822,637) and Yes, We Tech! summer internship program expenses (\$261,712). The Council ends fiscal year 2024 with a balance of \$1,079,233—sufficient to sustain Council operations for approximately 16 months given currently projected fiscal year 2025 run rates.

	FY 2024 – Council Year 3
Grants Committed	\$1,329,427.00
Other Revenue (Membership, Events, etc.)	\$69,466.00
Total Income	\$1,398,893.00
Personnel	\$464,935.00
Legal	\$300.00
Software & Subscriptions	\$3,620.00
Consulting	\$176,553.00
Backbone Organization	\$100,000.00
Marketing & Web Design	\$19,861.00
Meeting Costs	\$41,643.00
Travel	\$14,520.00
Credit Card Processing Fees	\$1,205.00
Workforce Development (Yes, We Tech!)	\$261,712.00
Total Expenses	\$1,084,349.00
Ending Balance	\$1,079,233.00

Note: This projection does not include any budget allocation for workforce development programming or revenue from outstanding grant applications.

TECH DATA AT-A-GLANCE

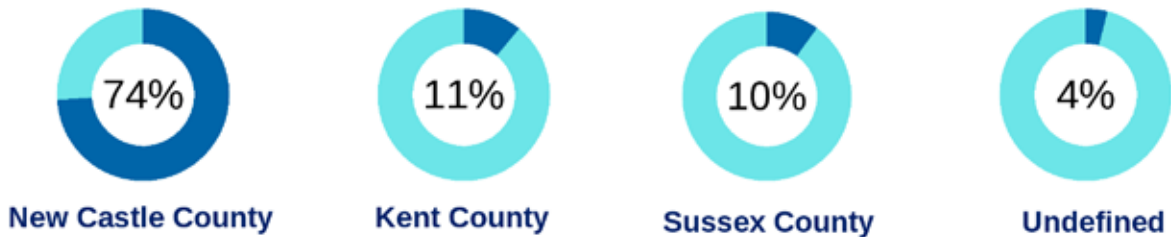
The tech workforce continues to change rapidly on a national, regional and local scale, including here in Delaware. The Council strives to keep the tech community updated on these changes by providing members with a comprehensive **Tech Data Dashboard** along with **Tech Data Fact Sheets** and research reports, which are publicly available. As of this report, there are 21,852 tech industry jobs in Delaware and 2,171 tech jobs postings as of June 2024. Listed below is a sampling of data and analysis curated to keep the tech community informed.

Year-Over-Year Employment Changes for Workers in IT Roles

The number of workers employed as IT professionals increased by a small number across the U.S. and in Delaware. However, the number of workers employed in Tech Industries declined in the U.S. This suggests that while some industry sectors reduced IT roles, most of these workers found employment in other sectors. Delaware's IT workforce did not experience the same degree of volatility and their numbers increased statewide. Most of the state's high-tech IT industries saw increases in IT workers, with the exceptions of Advanced Manufacturing and some industry groups within the Professional, Scientific, and Technical Services sector.

	UNITED STATES			DELAWARE		
	2022	2023	Change	2022	2023	Change
Employed in IT Roles – All Industries	5,853,034	5,943,63	90,603	18,465	18,87	405
Employed in IT Roles as % of all occupational employment	3.6%	3.6%	0.1%	3.8%	3.8%	No Change
Employed in IT roles – Tech Industries	2,664,358	2,532,56	-131,795	5,749	5,939	190
Employment in Tech Industries as % of Total Employment	45.5%	42.3%	-3.2%	31.1%	31.3%	0.2%

County Distribution of Workers in IT Roles



Average 2023 Salaries by IT Occupation Group, Compared with Delaware Median Wage

IT median wages are well-above the Delaware median wage of \$47,800 for every occupational group. CIS/Product/Platform Managers earn the most at 3.4 times the Delaware median wage. Workers entering IT as Help Desk, Production Support & Computer Repair workers, earn 1.2 times the Delaware median wage.

OCCUPATION GROUP	ENTRY-LEVEL	AVERAGE	EXPERIENCED	OCCUPATIONAL MEDIAN WAGE	COMPARED WITH DELAWARE MEDIAN WAGE (# TIMES \$47,800)
SOFTWARE, PROGRAMMERS, WEB & QA	\$76,000	\$114,500	\$133,700	\$109,800	2.3
INFRASTRUCTURE – NETWORK, CLOUD & SYSTEMS ADMINS	\$66,500	\$104,100	\$122,800	\$99,400	2.1
HELP DESK, PRODUCTION SUPPORT & COMPUTER REPAIR	\$41,600	\$62,900	\$73,500	\$59,400	1.2
CIS/PRODUCT/PLATFORM MANAGERS	\$111,000	\$172,100	\$202,700	\$163,900	3.4
DATA ENGINEERS/SCIENTISTS & REPORTING SPECIALISTS	\$67,800	\$109,300	\$130,100	\$105,300	2.2
INFO/CYBER SECURITY	\$73,500	\$119,400	\$142,400	\$113,400	2.4

Membership Growth

In March 2023, the Tech Council of Delaware launched its inaugural paid membership program. Over the span of three months (March–June 2023), 34 members joined the Council. As of June 30, 2024, membership has more than doubled, growing to 72 members—representing a remarkable 112% year-over-year increase. This rapid expansion highlights the growing appeal of the Council's brand and its valuable role within Delaware's tech ecosystem.



2023

112%
INCREASE



2024

ORGANIZATIONAL MEMBERS

CORPORATE



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ORGANIZATIONAL MEMBERS

EDUCATION & WORKFORCE PROVIDERS



COMMUNITY ORGANIZATIONS



United Way of Delaware



INDIVIDUAL MEMBERS

Jonathan Abbott

Alaya Aden

Whitney Akinola

Jennifer Aldover

Alvetta Allen

Michaela Allen

Valerie Banks

Jacob Brennan

Eboni Brown

Kyle Brown, Jr.

Danny Cao

In'dea Carter

Paul Desruisseau

Karen Dixon

Nathan Eckel

Art Elkins

Joseph Eros

Alice Gonzalez

Yasmin Herrera

Santos Herrera-Lopez

Rahab 'Mo' Goodwin

Joseph Huntenburg

Adam Johnson

Erika Ladson

Dan Mazur

Mekhi McManus

Rochelle Mellette

George Moore

Isaiah Mowbray

Matthew North

Demetrius Pinder

CURRENT & ASPIRING TECH PROFESSIONALS

Angel Reyes

Michael Riley

Jose Salazar

Adara Scholl

Jaire Selby

Adil Shad

Shaquan Smith

Christopher Walls

Danielle Washington

MarKevis Williams

LeAndre Yarrell



Become a
member!



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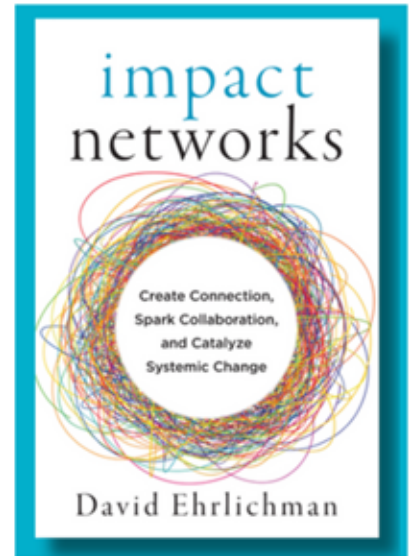
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GROUP
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IMPACT NETWORKS BOOK DISCUSSION

During the annual year-end Thanks-A-Brunch! celebration on December 14, 2023, Council members received a complimentary copy of the **Impact Networks** book along with an invitation to deepen their understanding of the benefits of creating *impact networks* as a way to share power, leadership, and governance across the various member groups and partner organizations that comprise the Council's network. Between February 15 and June 13, 2024, Council staff facilitated a five-part **Monthly Discussion Series** with a small group of members via 45-minute Zoom sessions. The following members actively participated in the series and contributed important perspectives from their unique vantage point in the tech community:



- **Ariel Almondo**, Smyrna School District, *Education & Workforce Provider member*
- **Santos Herrera-Lopez**, *Aspiring Tech Professional member*
- **Pete Steiner**, The Precisionists, Inc., *Corporate member*

During the sessions, members discussed aspects of the book they found enlightening and worthy of consideration during the Council's new strategic planning process. Takeaways from the book were documented on a virtual whiteboard to capture the most insightful learnings and key points. A readout of the Discussion Series was presented at the second annual Tech Ecosystem Conference on June 26, 2024. Here are two quotes from the book which members highlighted:

“**Impact Networks are essential for addressing complex challenges, leveraging diverse resources, and responding rapidly to change. The diverse, connected clusters within networks address complex challenges better than hierarchical structures, offering flexibility in responding to change.**”

“**Trust is foundational for network success, enabling cohesion and intelligent action, and is built through active engagement and courageous conversations.**”

NEW COMPETENCY PROFILES

Tech Council of Delaware members have access to a portfolio of seven tech-specific Competency Profiles featuring easy-to-read summaries and a listing of the key competencies an employee should possess based on their role as an entry- or mid-level employee. The Competency Profiles are designed to support upskilling and reskilling efforts to ensure Delaware has a knowledgeable and capable tech workforce.

For **employers**, these profiles can improve recruitment by supporting the identification of candidates who meet technical and durable skills requirements. Companies can also utilize the profiles to align their tech training programs with organizational goals and strategies, develop their workforce through upskilling and reskilling programs, and define clear performance expectations for employees. For **new and prospective employees**, the profiles provide a clear roadmap for success by demonstrating expected core competencies. For **existing employees**, these resources can facilitate talent development plans, enabling growth and career progression. A well-structured competency framework supports performance management by setting clear expectations, thereby fostering a culture of continuous improvement, professional development, and accountability.

Education and workforce providers can utilize the profiles to inform and tailor training curriculums to meet evolving labor market demands while also closing skills gaps and preparing learners for entry- and mid-level career opportunities. **Aspiring and current tech professionals** also benefit by gaining insights into the skills and competencies required to excel in specific roles and occupations.

In 2023, members had access to five competency profiles including Software Developer & Engineer, Info & Cybersecurity, Data Engineering & Reporting, Infrastructure (Cloud and Systems Administration), and Product Manager. In July 2024, **two new profiles** for **Artificial Intelligence** and **Precision Medicine** were developed by the Council's **two Yes, We Tech! Technology Interns** and added to the portfolio, expanding the suite of offerings to support workforce development in emerging tech fields.

1. Artificial Intelligence
2. Info & Cybersecurity
3. Data Engineering
4. Infrastructure (Cloud & Systems Admin)
5. Precision Medicine
6. Product Manager
7. Software Developer & Engineer



Access the
Competency
Profiles in the
member
platform!



CONNECT TO TECH TOOL

Created in 2024, **Connect To Tech** is a tech training program exploration tool developed using data and information from the Council's *Tech Talent and Workforce Committee* members. The tool serves as a single online repository of technology training programs offered by colleges, universities, and tech bootcamps that are members of the Tech Council of Delaware. The Council achieved its 2024 goal of developing and launching **Connect To Tech** with our most proud moment coming when the tool was unveiled during the 2024 Tech Ecosystem Conference as during the *Tech Bytes* session. By making it easier for people to find tech training programs, the Tech Council of Delaware demonstrates its ability to respond to industry needs by providing tools and resources members and stakeholders find valuable.

Connect To Tech can be utilized by high school and college students, aspiring and current tech professionals, career changers, and incumbent employees interested in enrolling in a technology training program. Whether looking to upskill, reskill, or pivot careers, individuals can browse programs that fit their needs—be it in-person, online, or hybrid options. **Connect To Tech** is a helpful resource for anyone looking to advance their education and career in tech. For employers, this tool serves as a one-stop resource to identify Delaware-based programs capable of training their workforces to meet current and future talent demands. By leveraging this tool, companies across all industries can ensure their employees acquire the necessary technology skills, competencies, degrees, and credentials to excel in their respective roles and/or prepare for higher level positions.



Comprehensive Tech Trainings



Mobile-Friendly Design



Easy Navigation



Visually Engaging Program Cards



Explore
Connect
To Tech!



THE CHRONICLE

To highlight the many exciting technology initiatives happening across Delaware, the Tech Council of Delaware, in collaboration with Technical.ly, launched a storytelling campaign in 2024. This campaign features a series of articles and publications, each focused on one of the Council's original core goals.

We are pleased to present the first two editions of the **Tech Council Chronicle**, a magazine series that tells the story of Delaware's tech ecosystem, tech workforce training providers, and the PROPEL Tech Hub for precision medicine. These online publications serve as handy reference guides for stakeholders both within Delaware and beyond, offering a wealth of information on helpful resources, career tools, training programs, influential tech leaders and companies, and ecosystem initiatives happening in the First State.



The first edition explores the founding of the Tech Council of Delaware, the goals it was formed to address, and the programs, committees, events, and resources established to date. This publication also includes stories and information from several of the Council's ecosystem partners.



The second edition shines a spotlight on the education and training providers shaping Delaware's tech workforce through comprehensive academic and skill-building programs. Readers can also learn about helpful career resources and workforce initiatives such as the First State Tech Partnership and Tech Ready Delaware.

Stay tuned for the
third edition of the
Chronicle coming in
Fall 2024!

WORKFORCE AND TALENT DEVELOPMENT

AMERICAN DREAM ACADEMY & LEARNER SUPPORT INITIATIVE

In 2023, the Tech Council of Delaware was selected as a strategic partner by the **Milken Center for Advancing the American Dream** to promote the American Dream Academy in Delaware. In support of the goal to build and expand inclusive tech talent pipelines, the Tech Council of Delaware launched the **American Dream Academy and Learner Support Initiative** on September 11, 2023, and graduated the pilot cohort of 12 learners on March 22, 2024. This tuition-free, six-month, self-paced online scholarship program funded by the Milken Center for Advancing the American Dream, offered young adults aged 18 to 24 the opportunity to complete technology training through Coursera, with courses created by leading tech companies such as Google, Meta, IBM, and Salesforce. Learners also completed workplace skills training to enhance their preparation for high-wage, tech-enabled careers in today's competitive job market.

To further bolster the program's impact, the Council secured a **Charitable Foundation Grant** from **Bank of America** to launch the **Learner Support Initiative**. This component included a dedicated **Learner Support Coach** (Jamelah Henry of JH Career Coaching Services) who provided personalized guidance and coaching to assist learners with developing strong study habits, staying motivated, and persisting to program completion. This added support played a key role in fostering greater engagement and personal growth. Learners also received career development instruction and resources, financial guidance, and access to additional tech training opportunities via virtual sessions facilitated by Council members and partners.

American Dream Academy graduates received a complimentary one-year Council membership as an **Aspiring Tech Professional**, courtesy of the Bank of America grant, to stay connected to Delaware's tech ecosystem, expand their professional network, and access job opportunities.

During the recruitment process, the Council strongly encouraged applications from women, Black and African American residents, and Hispanic and Latino residents—groups which are underrepresented in Delaware's tech workforce. This initiative represented the Council's first **statewide workforce and upskilling endeavor** dedicated to building inclusive tech talent pipelines and empowering Delawareans to pursue career advancement and achieve economic mobility.



Read the
full report
here!



AMERICAN DREAM ACADEMY GRADUATION 2024



2023-2024 Graduating Cohort

Alaya Aden, Alvetta Allen, Michaela Allen, Eboni Brown, Kyle Brown, Jr., Shalonda Cleveland (not pictured), Adeola Mapaderun, Mekhi McManus, Rochelle Mellette, Brian North, Matthew North, and Joseph Roth (not pictured).



TECH READY DELAWARE

With the conclusion of the American Dream Academy by the Milken Center for Advancing the American Dream, the Council designed **Tech Ready Delaware** as a replacement program. Building on the wins and lessons learned from the American Dream Academy pilot cohort, Tech Ready Delaware aims to continue supporting young adults from economically and socially disadvantaged communities with preparing for a tech career by attaining skills, experience, and industry credentials. The program features a digital proficiency certification, tech training through Coursera, and durable skills courses. Tech Ready Delaware learners will have access to mentorship, resume writing assistance, interview preparation, and employment opportunities. Graduates receive a complimentary one-year Aspiring Tech Professional membership with the Tech Council of Delaware. Funding is required for program implementation and various options are being explored to launch the program.

YES, WE TECH! SUMMER INTERNSHIP PROGRAM

The Yes, We Tech! program, is a seven-week paid summer internship designed to equip Delaware high school seniors with essential workplace readiness skills and digital proficiency. Through a combination of classroom training, work-based learning, and professional development, Technology Interns are prepared for high-wage employment after completing high school and/or college. Yes, We Tech! launched in June 2023 and graduated its inaugural cohort of 18 Technology Interns on August 4, 2023, creating a solid foundation for future success. Building on great outcomes from the 2023 cohort, a second cohort launched on June 17, 2024 and graduated 19 Technology Interns on August 2, 2024. The 2024 cohort achieved a 100% graduation rate and all graduates attained industry-recognized credentials including the **IC3 Digital Literacy certification** (Levels 1 and 2), a **Microsoft Office certificate**, and the **Conover Workplace Readiness** durable skills certificate.



2024 Graduating Cohort

Mustafa Afzal, Khalid Alexander, Avneet Singh Aurora, Garima Bagdi, Andrew Carson Bradley, Johnnavin Coleman, Sriramanjusuhas Gudipati, Israyel Harris, Adif Hossain, Aditya Kshirsagar, Suhaas Linga, Chibueze Nwosu, Ava Plagge, Cameron James Snavelly, Simone Somers, Khadija Traore, Megan Varghese, Navya Veeragandham (not pictured), and Michelle Zhou.

With 42% of the graduates being young women and nearly 94% identifying as students of color, the 2024 cohort continued to reflect the program's mission to foster diversity and inclusivity in the state's early tech talent pipeline. Yes, We Tech! is a collective achievement made possible through the collaboration of numerous partners, sponsors, and supporters. This successful initiative is a testament to the importance of investing in workforce solutions that meet the needs of high school students, employers, and the labor market. Every graduate concludes the program with the confidence that **Yes, We Tech! means Yes, You Can!**

With the success of two remarkable Yes, We Tech! cohorts, the Council looks forward to securing funding and partnerships to expand the program within New Castle County and into Kent and Sussex counties in the future. To explore the program's impact, visit the Tech Council of Delaware website to access the **Final Report** covering program features, metrics, outcomes, and feedback from both the 2023 and 2024 cohorts.



Access Reports Here!

AMAZON FUTURE ENGINEER SCHOLARSHIP AWARENESS CAMPAIGN & STUDENT SUPPORT

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Amazon Future Engineer
Scholarship program.

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TECH COUNCIL
OF DELAWARE



The **Amazon Future Engineer Scholarship and Internship program** offers a transformative opportunity for high school seniors planning to pursue a college degree in computer science, engineering, or a related field. This nationwide initiative awards approximately 400 students **up to \$40,000 in scholarship funds** over four years, coupled with an immersive on-site hands-on internship at Amazon's headquarters in Seattle, WA.

In 2022, awareness of the Amazon Future Engineer Scholarship and Internship program was limited among Delaware students, resulting in missed opportunities for those who were interested in pursuing a career in computer science or technology and have limited financial means. In 2023, the Tech Council of Delaware was selected by **Amazon** to lead a statewide campaign to promote the opportunity to Delaware high school seniors.

The **Tech Community Partners Collaborative** informed the **awareness campaign** which was executed between October 2—December 15, 2023 and comprised of digital and word-of-mouth promotion and information sessions.

The Council provided personalized application guidance to **20 high school seniors**, 10 of whom utilized the available essay-writing support from Dr. Patricia Smith of **Holmes Smith Consulting Services**, a Delaware-based firm contracted by the Council to provide students with storytelling coaching to improve the quality of their essays. This **specialized essay support** included one-on-one virtual sessions about brainstorming, topic selection, responding to prompts, and insights into aspects scholarship judges find notable and/or important.

The campaign resulted in increased awareness and more applications from students in the First State as compared to the prior year. In April 2024, **three (3) Delaware seniors** were awarded this highly competitive and prestigious tech industry scholarship award and internship. This initiative positions the Tech Council of Delaware as a vital connector in the state's tech ecosystem and a valuable partner to Amazon in their efforts to expand computer science education for underserved communities. By promoting opportunities like the Amazon Future Engineer Scholarship & Internship, the Council enhances access to educational and career pathways for Delaware's youth and demonstrates its commitment to fostering **diverse and inclusive tech talent pipelines**.

TECH COUNCIL
OF DELAWARE



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COUNCIL EVENTS



As our friends at Technical.ly often state, **Parties Matter!** The Tech Council of Delaware believes that bringing the tech community together is a very important part of developing a tech ecosystem and being a tech hub. The Council hosted several fun and informative industry gatherings including Tech Thursdays happy hour events, two Tech Ecosystem Conferences, and the second annual Thanks-A-Brunch! celebration.



Here are a few pictures of the tech parties that led to new connections and relationships between aspiring tech professionals, tenured technologists, tech leaders and influencers, startup founders, and ecosystem stakeholders.



TECH THURSDAYS

From axe throwing to duckpin bowling, the Tech Council of Delaware consistently introduces fresh and exciting ways to bring Delaware's tech community together. Parties like **Tech Thursdays** foster networking in fun and relaxed spaces with food, beverages, music, and cool games.

In March 2024, the Tech Council celebrated its one-year anniversary with a special Tech Thursdays event at the New Castle County Chamber of Commerce, sponsored by JPMorgan Chase & Co. and Wilmington Alliance. The evening was filled with live music, giveaways, cupcakes, and—most importantly—the amazing people who made the Council's first year a success.



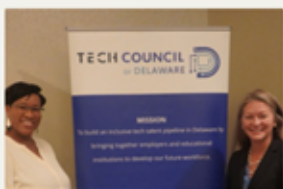
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info@techcouncilofdelaware.org

for sponsorship packages.



2023 TECH ECOSYSTEM CONFERENCE

On October 26, 2023, the Council hosted a half-day Tech Ecosystem Conference. This first-of-its-kind event brought together Council members who had been participating on tech ecosystem committees, along with key stakeholders, to strengthen partnerships and focus on advancing Delaware as a Tech Hub. In addition to a special keynote address by New Castle County Executive, Matt Meyer, and a call-to-action from Jennifer Young of the Technology Councils of North America (TECNA), this invite-only conference featured four interactive breakout sessions centered on improving tech workforce partnerships, developing diverse and inclusive tech talent pipelines, supporting underrepresented tech start-ups and entrepreneurs, and telling Delaware's story as a tech hub.

Session 1: Strengthening Tech Workforce Partnerships

Attendees discussed building stronger relationships between employers, workforce providers, community organizations, and stakeholders to improve tech workforce partnerships. The session focused on current collaborations, communication gaps, partner needs, and the Tech Council's role as a **workforce intermediary**.

Session 2: Supporting Delaware's Underrepresented Tech Start-ups

To inform the design of a November 2023 focus group comprised of tech entrepreneurs, attendees shared perspectives on Delaware's start-up community. They identified gaps in supporting tech start-up companies and discussed how the Tech Council of Delaware could contribute in this area without duplicating efforts. Ideas from this session led to the creation of the **Diverse Tech Entrepreneurs Committee**, facilitated by *The Savoury Group*, and a **Tech Start-Up Symposium**.

Session 3: Refining Delaware's Tech Identity & Telling Its Story as a Tech Hub

Facilitated by *Technical.ly*, this session focused on positioning Delaware as a Tech Hub. Participants discussed strengths and challenges of Delaware's tech identity and compared the First State to other tech regions. The session informed the creation of a storytelling publication series titled: **Tech Council Chronicle**.

Session 4: Developing Inclusive Tech Talent Pipelines

Facilitated by *Robin Rifkin* of *Meeting Intentions*, this part-two workforce conversation addressed strategies for developing **inclusive tech talent pipelines** for women and racial and ethnic minorities. *Alan Phillips* of *Alphi Analytics* covered demographic data on Delaware's tech workforce prior to attendees sharing their efforts to build pathways for underrepresented groups. Community organization members obtained feedback on referral strategies for training programs. The session also covered ideas for enhancing the **First State Tech Partnership** to foster collaborative workforce development programs and initiatives.



2024 TECH ECOSYSTEM CONFERENCE

On June 25-26, 2024, the Council hosted the second annual Tech Ecosystem Conference, bringing together industry leaders, innovators, and entrepreneurs to showcase the state's thriving tech community. Over two action-packed days, attendees engaged with exciting speakers, explored cutting-edge technologies, and connected with key figures shaping the region's tech future. The conference highlighted Delaware as a tech hub with sessions on emerging businesses, investment opportunities, and ground-breaking developments in artificial intelligence and workforce innovation.

TECH START-UP SYMPOSIUM

The Tech-Start-Up Symposium, sponsored by the Tech Council of Delaware and the Delaware Black Chamber of Commerce was a dynamic session which connected tech entrepreneurs with local and national funders. It began with an **Industry Networking Breakfast** that provided a relaxed environment for start-up leaders to engage with investors and fellow entrepreneurs. The symposium featured funder presentations of investment opportunities with the **U.S. Department of Homeland Security Science & Technology Directorate** headlining the symposium. Members of the **Diverse Tech Entrepreneurs Committee** showcased their companies via business pitches.

BLACK MEN TALK TECH PANEL DISCUSSION

The **Black Men Talk Tech** panel discussion was an enlightening and informative conversation between four Black men who developed successful tech careers in Delaware. The session highlighted each panelist's unique career experiences, perspectives, best practices in the ever-changing industry, and advice for others considering a career in tech. The panel was moderated by **Kerwin Gaines**, Cybersecurity Leader, Professor, and On Air TV host and featured **Dr. Jalaal Hayes**, Founder & CEO, Elyte Energy, **Jordan Chambers**, Security Operations Center Manager, DTI, and **Dr. Von Homer**, Co-Founder & Chief Scientist, Hx Innovations.

ARTIFICIAL INTELLIGENCE

Artificial Intelligence was covered in multiple ways at the conference. Experts from **Innova Solutions**, **CompTIA**, **General Assembly**, and **Phenom** shared ground-breaking research on evolving AI technologies through data-rich presentations, case studies, and a panel discussion. The presentations explored the **Shift from ChatBot to ChatGPT** in the banking industry and trends in tech workforce development, including findings from research conducted with over 1,000 human resource professionals. Attendees learned how an AI-skilled workforce can provide companies with a competitive advantage and emphasized the importance of cultivating '**skills intelligence**' to meet labor market demands. Educators and employers were encouraged to rapidly increase collaborations to develop a more skilled and diverse tech workforce in Delaware.





THANKS-A-BRUNCH!



The Tech Council of Delaware hosts a festive annual year-end **Thanks-A-Brunch!** appreciation celebration to acknowledge the sponsors, members, and strategic partners who shared their time, insights, and resources with the Council during the year. The second annual celebration took place on December 14, 2023 at **Goldey-Beacom College** (member company) and included a year in review and an update on the forthcoming strategic plan development process. Attendees watched a trailer for the **Impact Networks** documentary and received a book of the same title to gain insights on ways to create non-hierarchical structures to advance the Council's work. The keynote address was delivered by former Director of the **Delaware State Housing Authority**, Eugene Young, Jr., which was a call-to-action to stay committed to developing technology partnerships and programs that positively impact low-income residents and career seekers. Special acknowledgements highlighted the contributions of the Council's strategic partners for their invaluable efforts. Appreciation awards were given in the five categories shown below.



Sponsor of the Year

Amazon

Program Supporter of the Year

Bank of America

Corporate Member of the Year

Artesian Resources Corporation ~ Pierre Anderson

Workforce Provider Member of the Year

Code Differently ~ Stephanie Eldridge

Community Organization Member of the Year

PMG Consulting & Wilmington Alliance ~ Adara Scholl



Contributions to the Tech Community

Department of Labor STEM Career Fair Resource Booth Presenter

September 9, 2023



Convening Participant

October 18-19, 2023

People, Possibilities, Practice: Designing a Better Future for Workers

October 18, 2023, 3:00 p.m.–5:00 p.m. ET
Federal Reserve Bank of Philadelphia

Women in Technology Panel Moderator

October 24, 2023

CompTIA Tech Workforce Educational Fly-In Participant

November 13-14, 2023



Secure Delaware 2023

by deldigiknow

Delaware's 14th Annual Cybersecurity Conference

Symposium Panelist

November 7, 2023

Bank of America

Greater Philadelphia & Delaware Market Multicultural Women Ready to Lead Symposium

Contributions to the Tech Community

Selection Committee Judge
November 2023



LinkedIn Live Panelist
December 12, 2023

The State of Local Tech Economies

Join a webinar featuring data and insights from Technical.ly's recently released annual reports plus guests from:

Technical.ly
Tuesday December 12, 2023
12 PM ET

Logos for TEDCO, Tech Council, and others.

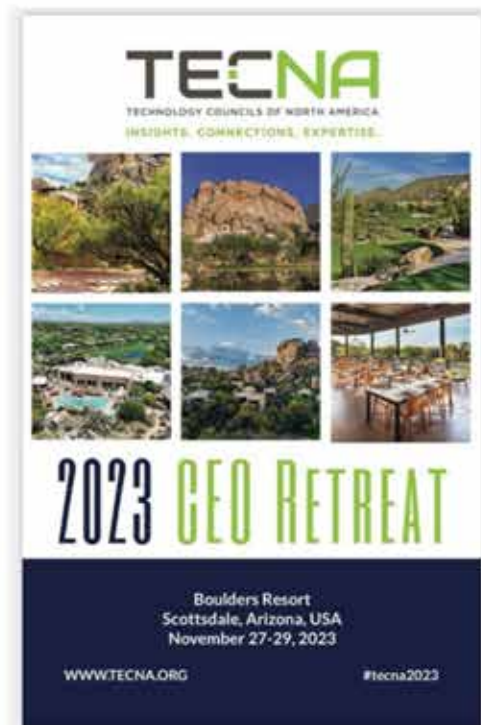
Hosted by Technical.ly CEO Chris Wink



Selection Committee Judge
February 27, 2024

Superstars in Education
RECOGNIZING EXCELLENCE IN EDUCATION & TRAINING

Retreat Participant
November 27-29, 2023



Metropolitan Wilmington Urban League
Achievement Matters Youth Presenter
January 18, 2024



Metropolitan Wilmington
Urban League

Contributions to the Tech Community

TECNA DC Fly-In & CEO Retreat Attendee

April 9-11, 2023



Summit Participant

April 16, 2024



**Navigating
Delaware Pathways**

*An Education and Workforce
Development Summit*

**Bank of America Student Leaders
Selection Committee Judge**

May 4, 2024



2024 Bank of America Student Leaders

Local Market Selection Committee Packet

Communities in Action

White House Convening Attendee

April 11, 2024



Code Differently

Tech Talks Session Presenter

April 25, 2024



CODE
DIFFERENTLY

Contributions to the Tech Community

National Urban League Young Professionals Eastern Regional Conference Sponsor & Guest Speaker

April 26, 2024



Latino Forum Attendee & Resource Booth Presenter

May 7, 2024



Philly Tech Week 2024 Technical.ly Builders Conference Lightening Talks Presenter

May 9, 2024



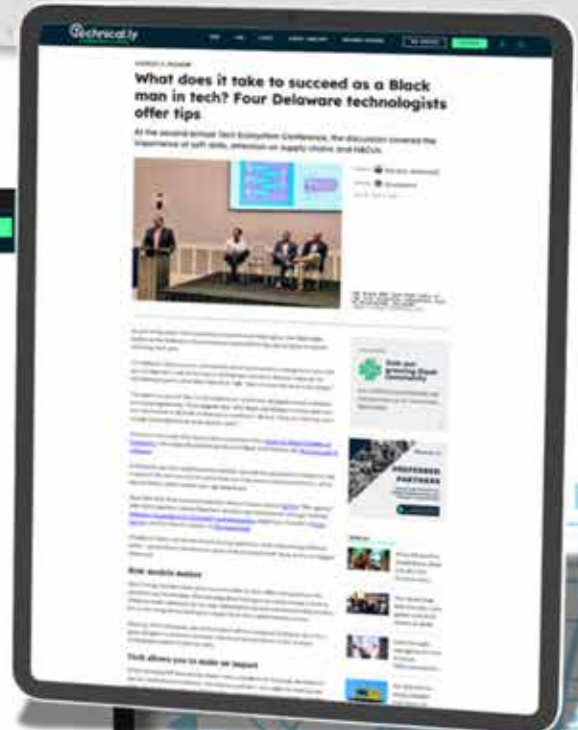
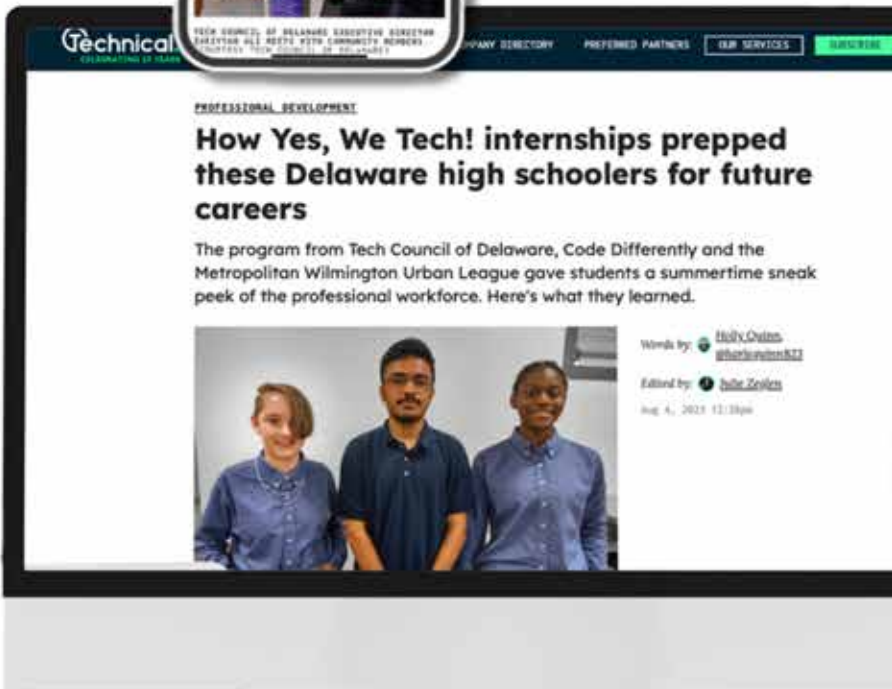
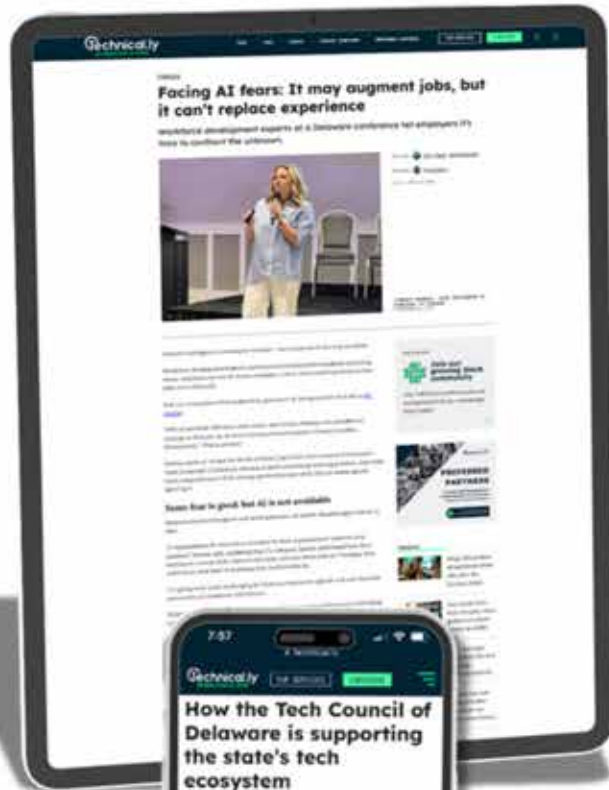
Roundtable Participant

June 11, 2024

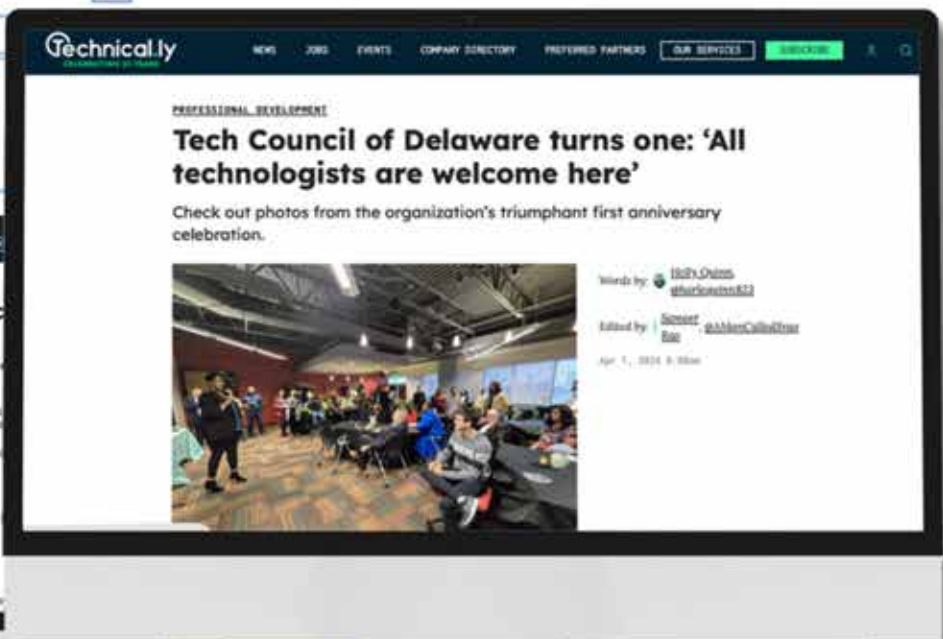
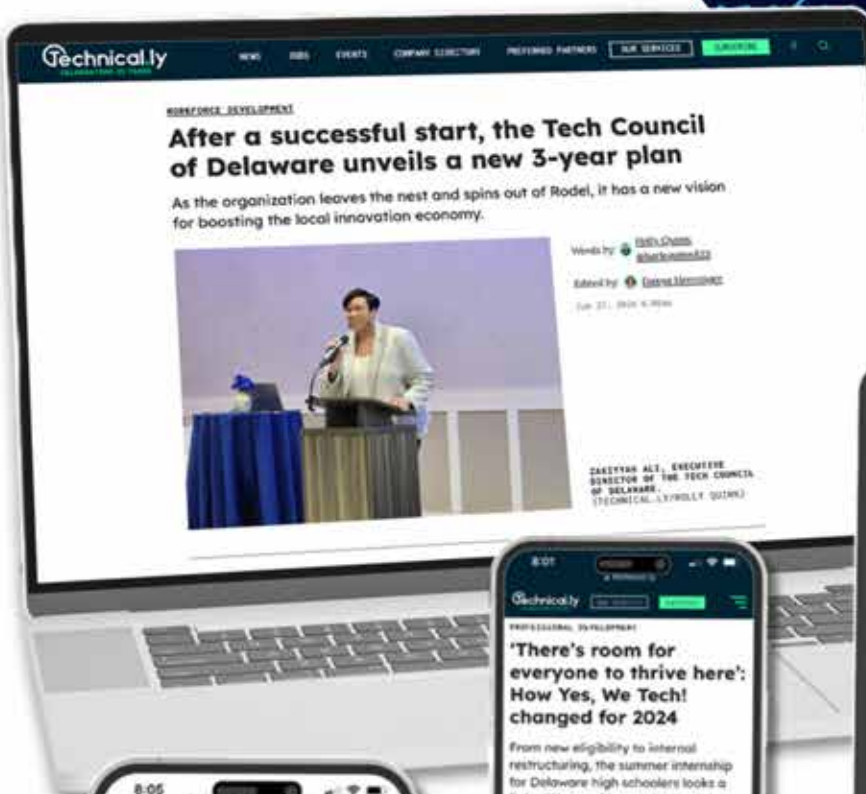
Climate Technology Roundtable: How SEC's Climate Disclosure Rules Will Impact Disclosures for Private Companies, Too

Please join Ballard Spahr and Bank of America for a June 11 roundtable discussion that will help attendees better understand the SEC's Climate-Related Disclosure Rules, the obligations they impose, how they will alter expectations for voluntary disclosures and how both public and non-public companies can integrate these standards into a climate-conscious, business-friendly future.

MEDIA & NEWS



MEDIA & NEWS



MEDIA & NEWS



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TECH IT OUT NEWSLETTER



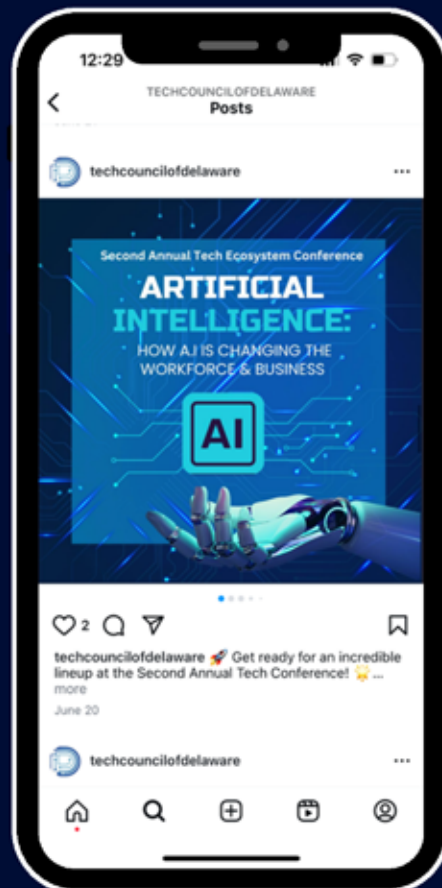
Tech IT Out provides the tech community with the latest Tech Council of Delaware happenings, upcoming events, industry trends, member news, research and education, and more! The online newsletter keeps the tech ecosystem connected while fostering information-sharing across various groups including tech companies, employers, training providers, community organizations, government, chambers of commerce, current and aspiring tech professionals, and partners.

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**FOLLOW
TECH COUNCIL
OF DELAWARE
& CONNECT TO
THE TECH
COMMUNITY!**



In June 2024, the Tech Council hit **1,000 LinkedIn followers** which is a testament to the exciting content we publish and the Council's dedication to driving impact in Delaware's tech ecosystem!



Tech Council of Delaware



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**TECH
COUNCIL**
OF DELAWARE

ANNUAL REPORT

2023-2024