

TECH COUNCIL
OF **DELAWARE**



Annual Report

2024-2025



A MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

As I reflect on the journey of the Tech Council of Delaware, I am both proud of what we have accomplished together and energized by the opportunities that lie ahead. When the Council launched in 2021, the vision was clear: to create Delaware's first industry association solely dedicated to advancing technology, innovation, and workforce development. Just a few short years later, that vision has taken root and grown into a thriving, statewide community.

We have built a strong foundation as an industry association—one that delivers programs, convenes stakeholders, and champions the growth of Delaware's tech ecosystem. Together, we've launched Yes, We Tech! and the American Dream Academy, created spaces like the Tech Ecosystem Conference and Tech Thursdays for collaboration and exchange, and developed online tools that connect learners and employers to real opportunities. These programs are not just initiatives; they are pathways that change lives and strengthen our economy.

Our impact extends well beyond Delaware. By serving on the Technology Councils of North America Board, co-leading the regional workforce strategy for the PROPEL Precision Medicine Tech Hub, and collaborating with national partners like America Achieves, we have positioned Delaware as a credible and respected player in the national tech landscape. The partnerships we've built at the local, regional, and national levels reflect the value and promise of our work.



Zakia Ali

Looking forward, I know that sustaining and scaling this impact requires resources. We've undoubtedly proven what's possible—now we must ensure that these efforts continue and grow. With deeper investment from partners, funders, and champions, we can expand our programs and talent pipeline, and ensure that Delaware's tech workforce is prepared to meet the demands of today and tomorrow.

I am deeply grateful for the incredible contributions of my team and the dedication of ecosystem leaders who share in this mission. The future of Delaware's tech ecosystem is bright, and I am excited for all that can be achieved, here and beyond.

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MEET THE TEAM



Zakiyyah Ali
Executive Director



Joshua Berkow
Director of Operations



Vishakha Jha
Director of Education



Dara Nigreville
Interim Director of Operations
October-December 2024





MISSION

The Tech Council of Delaware enhances tech workforce development and skill building to support a robust 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

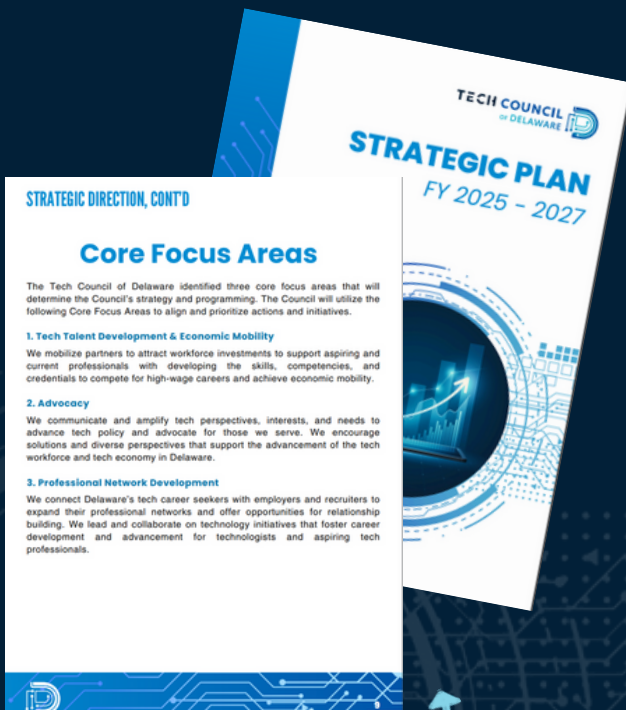
We mobilize partners to attract workforce investments to support aspiring and current tech professionals with developing the skills, competencies, and credentials to compete for high-wage careers and achieve economic mobility.

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!

ORGANIZATIONAL CHANGES

NONPROFIT 501(C)(3) STATUS GRANTED & NEW BOARD INSTALLED

Effective February 7, 2025, the Internal Revenue Service officially recognized the Tech Council of Delaware, Inc. as a 501(c)(3) public charity. This milestone marks the Council's successful evolution from an incubated initiative within the Rodel Foundation to a fully independent nonprofit organization. To guide this next chapter, a new Board of Directors was appointed, with ten members serving terms through June 30, 2027. The inaugural Board is led by Chair José Colón, Vice Chair Pete Steiner, and Secretary Laurie Girardi.



Tech Council of Delaware Board Members

Pictured left to right (front row): Samira Savoury, DBA (at-large), Adara Scholl (at-large); (back row) Brian Sharpless (at-large), Paul Herdman (at-large), Robert Rescigno, Ph.D. (at-large), Dave Vitali (at-large), Pete Steiner (vice chair), Shanthan Rajalingari (at-large), Jose Colon (chair), Laurie Girardi (secretary).

SUCCESSFUL INCUBATION SPINOFF

As of July 1, 2025, the Tech Council of Delaware officially spun out from the Rodel Foundation and began operating as a standalone nonprofit entity. This major accomplishment was part of the original goal to establish the organization as an independent industry intermediary. Council members, partners, and stakeholders learned of this major milestone on March 21, 2025 during a virtual session celebrating the two-year anniversary of the Tech Council of Delaware brand.

ADVOCACY & GOVERNMENT RELATIONS

TECH POLICY COMMITTEE

The Council launched its new Tech Policy Committee to provide the state's tech sector with a unified voice in shaping the policies that matter most. The Committee was established with four clear objectives: shape cutting-edge policy on emerging tech issues, advocate for Delaware's tech economy and workforce, collaborate with legislators to craft forward-thinking, tech-friendly policies, and influence tech legislation to promote innovation and drive industry growth. In its inaugural year, the Committee quickly established itself as an influential player, engaging in high-profile legislative debates, strengthening relationships with policymakers, and laying the foundation for long-term advocacy.

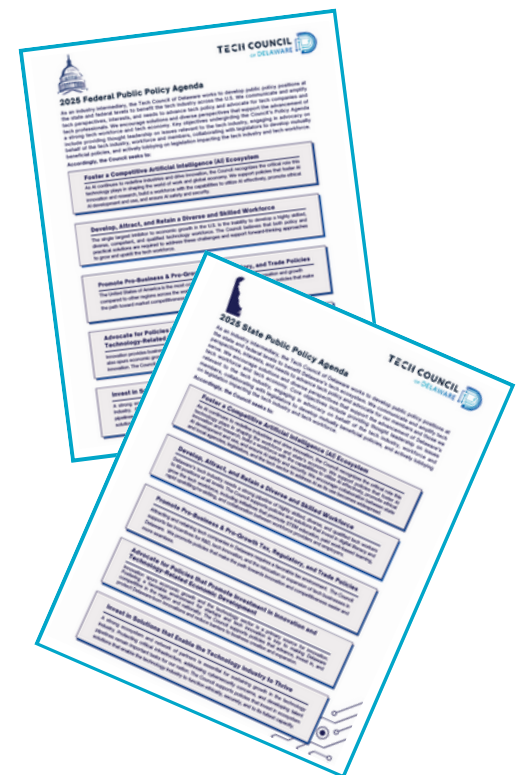
One of the Committee's most visible efforts centered on Senate Bill 46, which would have required human drivers in autonomous trucks on Delaware highways. The Council weighed in forcefully, sending letters to Governor Meyer, Senator Mantzavinos, and Representative Morrison, respectively, offering public comments during hearings, and emphasizing the risks of slowing innovation in a sector vital to Delaware—and the country's—future. Ultimately, the bill was stalled and did not come up for a full vote, marking a significant win for the state's innovation economy.

At the federal level, the Council partnered with the Technology Councils of North America (TECNA) and other peer councils to advance issues such as R&D tax policy, AI regulation, SBIR/STTR re-authorization, and autonomous vehicle innovation. During TECNA's Washington, D.C. fly-in, Council representatives met with Delaware's federal delegation—highlighted by a conversation with Representative Sarah McBride—and reinforced the importance of tech-friendly policy to innovation and workforce development in Delaware.

POLICY AGENDAS

The Council also crafted its first-ever state and federal policy agendas, creating a clear roadmap for member engagement. Momentum carried into December, when then Governor-elect Matthew Meyer met with members of our Board and key partners ahead of our annual Thanks-a-Brunch celebration, underscoring the Council's growing role as a trusted convener in policy.

In just one year, the Tech Policy Committee has helped the Council build meaningful relationships, engage on critical issues, and position Delaware's tech community for lasting influence. Looking ahead, the Committee will look to expand its membership, refine its agenda, and deepen collaboration to ensure Delaware remains competitive in the innovation economy.



GOOD JOBS ECONOMY PARTNERSHIP

Project Overview

America Achieves designed the **Good Jobs Economy Partnership** as a national initiative to help communities align economic growth with economic mobility by creating clear pathways to living-wage jobs in high-growth sectors. Through funding, peer networks, and tailored technical assistance, America Achieves supported local partners, including the five organizations featured below, in workforce and talent development, building organizational capacity, and developing sustainable funding strategies. The initiative focused on building “proof points” of Good Jobs Economies, equipping communities with proven tools and frameworks, and advancing supportive public policy. This effort was intended to strengthen local industries, expand opportunity, and demonstrate what’s possible when communities intentionally align economic development and economic mobility.



The Solution: Tri-State Workforce Consortium

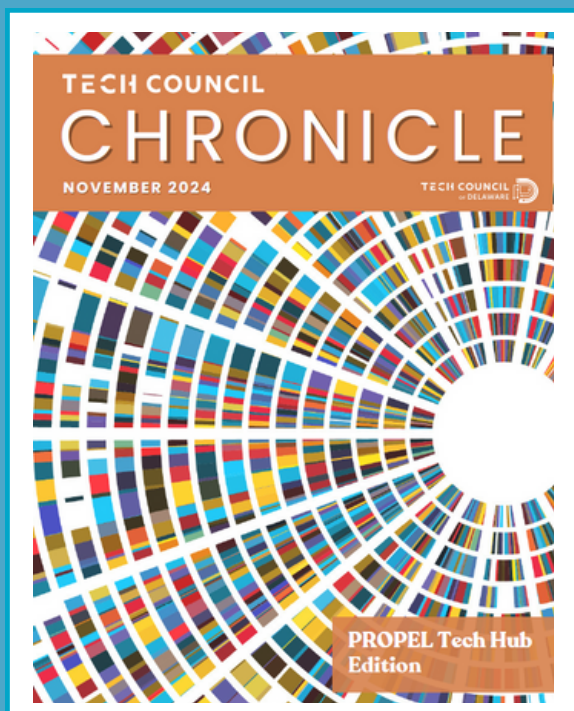
The Tech Council of Delaware was selected as the lead organization for the Greater Philadelphia Cohort of the Partnership to mobilize peer entities to drive the project forward. Our region’s project led to the development of the **Tri-State Workforce Consortium** as a strategy for convening economic and workforce organizations in Southeastern Pennsylvania, Northern Delaware, and Southern New Jersey to create an operational infrastructure to better enable our region to work collaboratively and effectively in the pursuit of growing a good jobs economy where businesses and workers can attain economic growth and economic mobility, thereby leading to a strong regional economy. To date, the project team has commissioned a **Landscape Analysis**, including a **SWOT Analysis**, and hosted **two regional convenings** of economic and workforce development leaders.



THE CHRONICLE

The Tech Council of Delaware proudly deepened its **partnership with Technical.ly**, ensuring that each edition of the **Tech Council Chronicle** opened with an engaging, big-picture story to set the stage. This storytelling magazine has become a go-to resource for spotlighting the people, programs, and innovations shaping our state's tech future. The third and fourth editions celebrated major milestones: the region's designation as a Tech Hub through **PROPEL: The National Center for Precision Medicine**, and the growing impact of the Council's annual Tech Ecosystem Conferences—signature gatherings that have convened every part of the tech ecosystem from aspiring tech professionals to senior leaders and funders.

Want to dive deeper? **Scan the QR codes below** to explore the full digital editions and see how Delaware's tech story continues to unfold.



The third edition explores the progress regional leaders made after the Economic Development Administration designated the Philadelphia Metropolitan Statistical Area a **Tech Hub for Precision Medicine**. Readers can learn more about each component project and plans for the hub's future.



Stay tuned for
more editions of
The Chronicle!



The fourth edition centers on the history and impact of the Council's **annual Tech Ecosystem Conference**. From its early start as an invite-only event for members and partners to a two-day conference focused on artificial intelligence through its most recent convening designed for opportunity youth.



Access Chronicles Here!

FINANCIAL OVERVIEW

The Council began fiscal year 2025 with a starting balance of \$1,079,233 consisting primarily of committed but unspent grant funding. An additional \$150,000 of grant commitments were secured this fiscal year, along with \$29,331 in revenue from corporate sponsorships, memberships, and events. The Council's expenses totaled \$808,352 across general operating expenses (\$658,352) and program expenses (\$150,000). The Council ended FY 2025 with a balance of \$450,212. Looking ahead to FY 2026, the Council's focus will be on establishing a sustainable development function to support long-term organizational stability.

	FY 2025 - Council Year 4
Starting Balance	\$1,079,233
Grants Committed	\$150,000
Other Revenue (Membership, Events, etc.)	\$29,331
Total Income	\$179,331
Personnel	\$557,605
Rent, Equipment, Supplies	\$4,848
Legal	\$2,036
Software & Subscriptions	\$13,278
Consulting	\$143,965
Marketing & Web Design	\$13,635
Meeting Costs	\$48,450
Travel	\$12,455
Training	\$1,875
Accounting and Insurance	\$10,205
Total Expenses	\$808,352
Ending Balance	\$450,212

ORGANIZATIONAL MEMBERS

CORPORATE

JPMorganChase

amazon

M&T Tech

WSFS bank

 **CNT**infotech
Innovative Solutions | Creative Thinking

 **TPI**
Bridging the Disability Employment Divide

 **CSC**

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member!



GOVERNMENT/QUASI-GOVERNMENT

 **DELAWARE**
PROSPERITY
PARTNERSHIP

 **CHAMBER**
of Commerce



 **DEBCC**
DELAWARE BLACK CHAMBER of COMMERCE

ORGANIZATIONAL MEMBERS

EDUCATION & WORKFORCE PROVIDERS



COMMUNITY ORGANIZATIONS



United Way of Delaware



Metropolitan Wilmington
Urban League



DELAWARE FOUNDATION *for*
SCIENCE & MATHEMATICS
EDUCATION



Community
Education
Building



Delaware Futures
Success, one student at a time

INDIVIDUAL MEMBERS

CURRENT & ASPIRING TECH PROFESSIONALS

JONATHAN ABBOTT
ALAYA ADEN
KUNLE ADEYANJU
JENNIFER ALDOVER
ALVETTA ALLEN
MICHAELLA ALLEN
KARLA BALLARD
VALERIE BANKS
NADIA BLACK
JASMINE BOWERS
JACOB BRENNAN
EBONI BROWN
KYLE BROWN, JR.
DANNY CAO
IN'DEA CARTER
MICHAEL CONWAY
NATHAN ECKEL
ART ELKINS
JOSEPH EROS
CAROLYN ERVIN
ALICE GONZALEZ
RAHAB 'MO' GOODWIN
CHIGAZO GRAHAM
NANCY GREGORY
YASMIN HERRERA
SANTOS HERRERA-LOPEZ
JOSEPH HUNTENBURG
ADAM JOHNSON
TEJESHWER KANDIMALLA

COURTLAND KERSTETTER
DONOVAN KING
GOKULRAM KRISHNAN
ERIKA LADSON
DAN MAZUR
MEKHI MCMANUS
ROCHELLE MELLETTE
ISAAC MILLS-OWOO
ISAIAH MOWBRAY
LUCY MURIITHI
EDEN NEGUSSE
OMAR NOOR
QUENTIN PERRY
DEMETRIUS PINDER
ANGEL REYES
MICHAEL RILEY
BEVERLY RIVAS-MOLINA
JOSE SALAZAR
ADARA SCHOLL
JAIRE SELBY
ADIL SHAD
SHAQUAN SMITH
WAYNE TOMPKINS
DANIELLE WASHINGTON
LEANDRE YARRELL

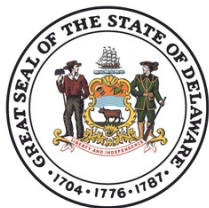


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member!



PARTNERS

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Rodel
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 Ben Franklin
Technology Partners
Southeastern Pennsylvania

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WORKS**
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 **THE CHAMBER**
of Commerce for Greater Philadelphia

PHILADELPHIA
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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, the third annual Tech Ecosystem Conference, and the year-end Thanks-A-Brunch! celebration.



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



ABOUT THAT LIFE TECH ECOSYSTEM CONFERENCE

At this year's About That Life Conference, sponsored by JPMorganChase, we welcomed young adults and aspiring technologists from across New Castle County for a powerful day of exploration, storytelling, and real talk about building a career — and a life — in tech.

Hosted by the Tech Council of Delaware, this annual event wasn't your typical conference. It was a space where emerging talent could see themselves in tech, ask honest questions, and forge meaningful connections with Delaware's growing innovation ecosystem.

SPONSOR AN EVENT!



E-mail us at:

info@techcouncilofdelaware.org

for sponsorship packages.

Contributions to the Tech Community

State of the County Moderator and Booth Host

July 16, 2024



2024 Apprenti National Apprenticeship & Workforce Summit

August 5 -7, 2024



TECNA Summer Conference

August 7-9, 2024

Contributed to the DPP statewide Science and Technology Plan

September 11, 2024



DE Municipal Clerks' Program – Improving Digital Skills for Career Impact session

September 12, 2024



Contributions to the Tech Community

2024 Delaware Healthcare Workforce Summit Attendee
September 25, 2024



PROPEL Tech Hub Steering Committee (ongoing); EDA Feedback Session
September 13, 2024

Swim With The Sharks attendee
September 25, 2024

DE SHRM Event - Maximizing Impact: Leveraging Workforce Development Community Partnerships panelist
September 26, 2024



Principal for a Day at Cab Calloway School
October 15, 2024

Minority Enterprise Development Event panelist and booth host
October 17, 2024



Contributions to the Tech Community

STEM EDGE Pitch day
Zakiyyah served as a Judge

October 30, 2024



Congressional App Challenge
Selection Committee Judge

November 2024



Reinventing Delaware Dinner Attendee

November 21, 2024



TECNA CEO Retreat in Nashville, TN

December 2-4, 2024

PROPEL Tech Hub steering
committee meeting

February 11, 2025



Contributions to the Tech Community

Code Differently Tech Talk

February 13, 2025



DSBDC Advisory Board Semi-Annual Meeting

March 19, 2025

UD FinTech Innovation Hub Lunch & Learn Tech Legislation presentation

April 16, 2025

UD Lerner Diversity Council Black History Month Event Tech Presentation

February 20, 2025

LERNER DIVERSITY COUNCIL

TECH COUNCIL
OF DELAWARE

Delaware's Tech Workforce & The Impacts of AI on the Labor Market

FEBRUARY 20



National Talent Collaborative (NTC) Spring Convening

April 2-4, 2025



Contributions to the Tech Community

Economic Mobility Summit

April 21-23, 2025



M&T Bank Tech Conference

May 1, 2025



Per Scholas Philadelphia 5-Year Celebration

May 29, 2025



TECNA DC Fly-in

April 28-29, 2025



Technical.ly Builders Conference

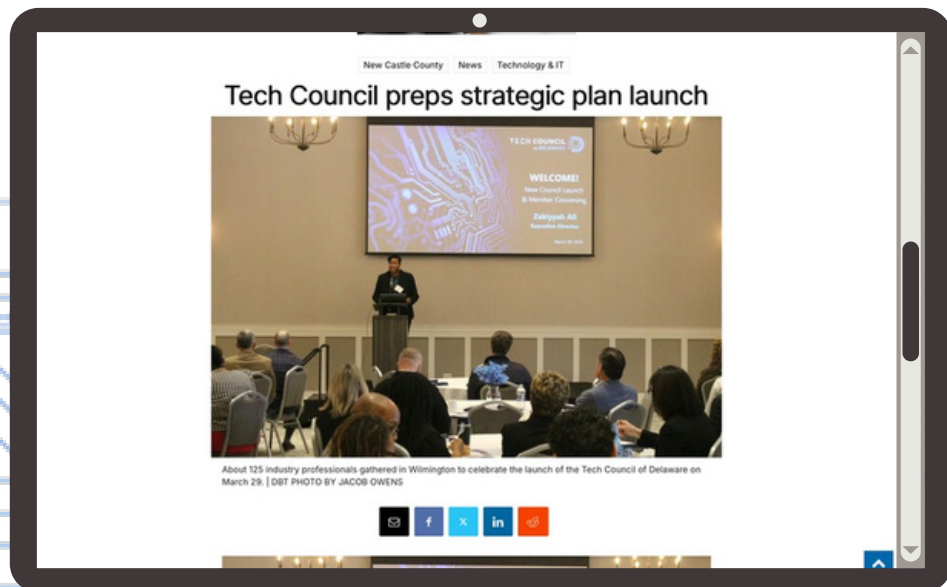
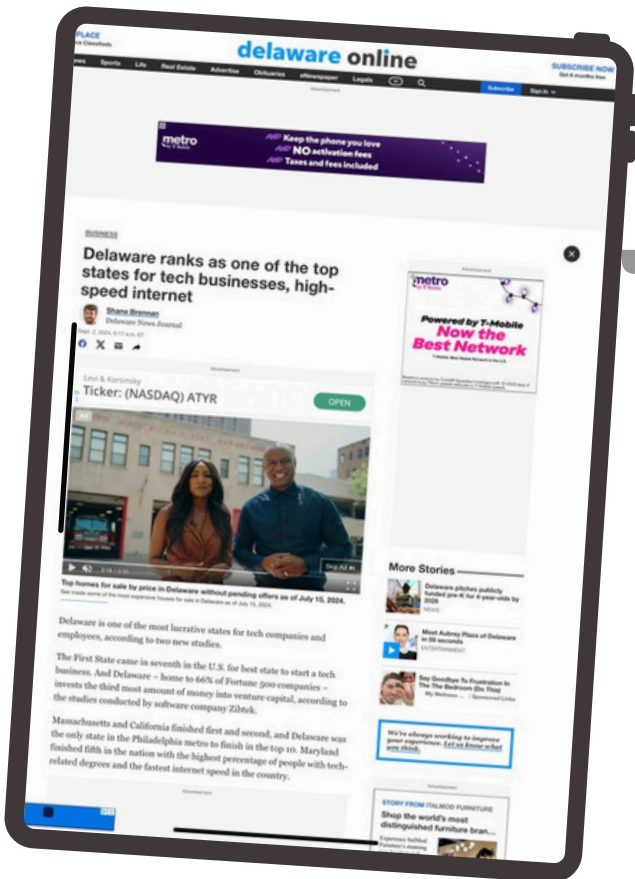
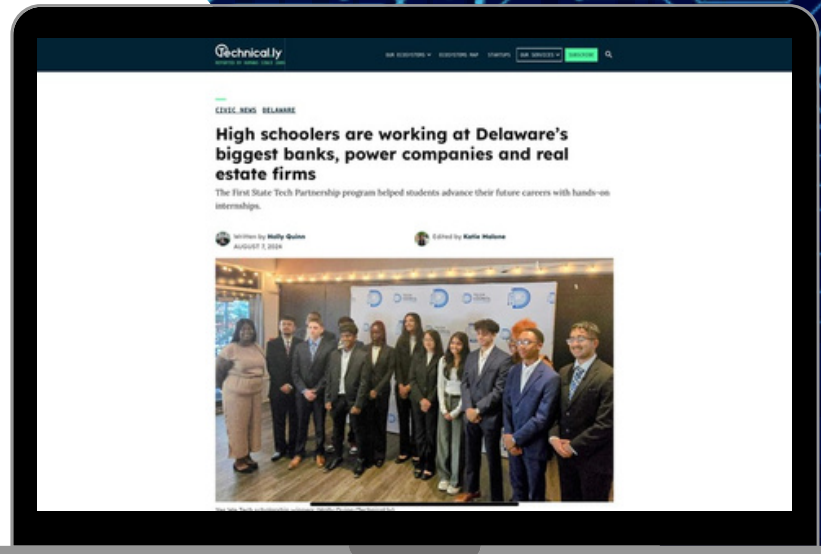
May 9, 2025

Technical.ly

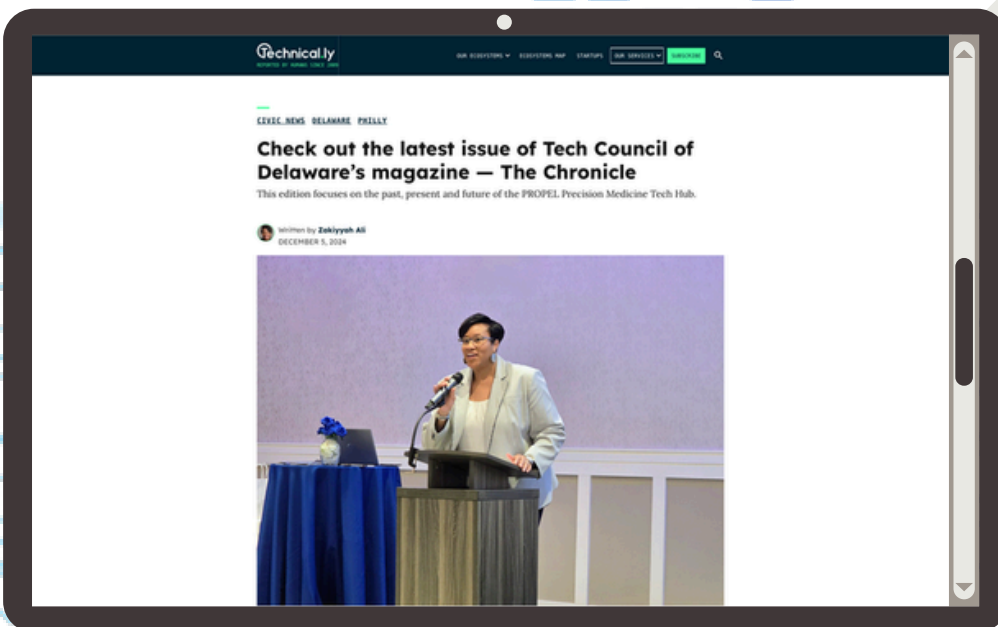
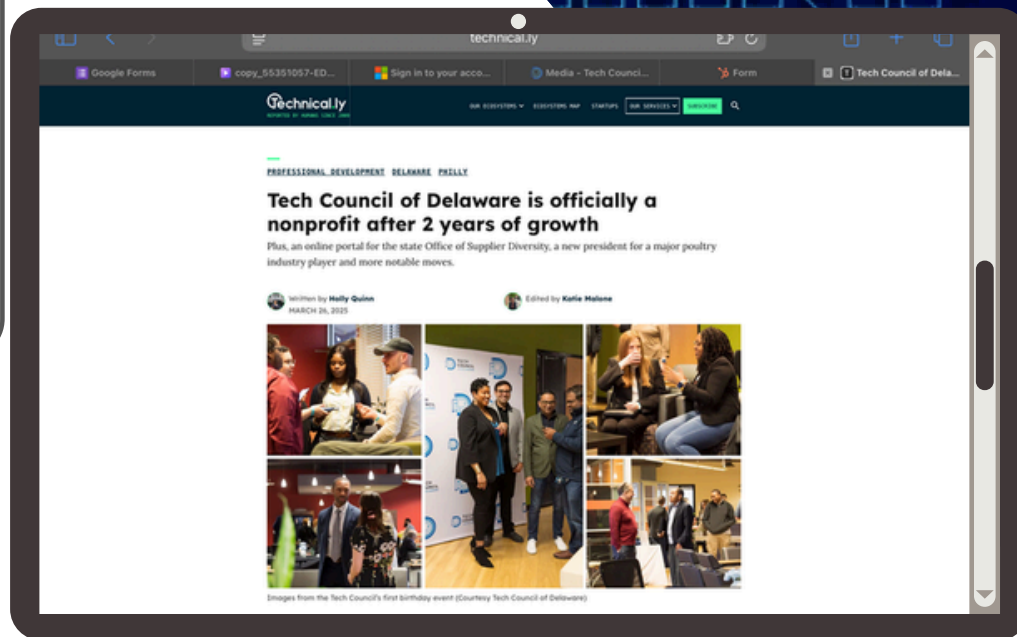
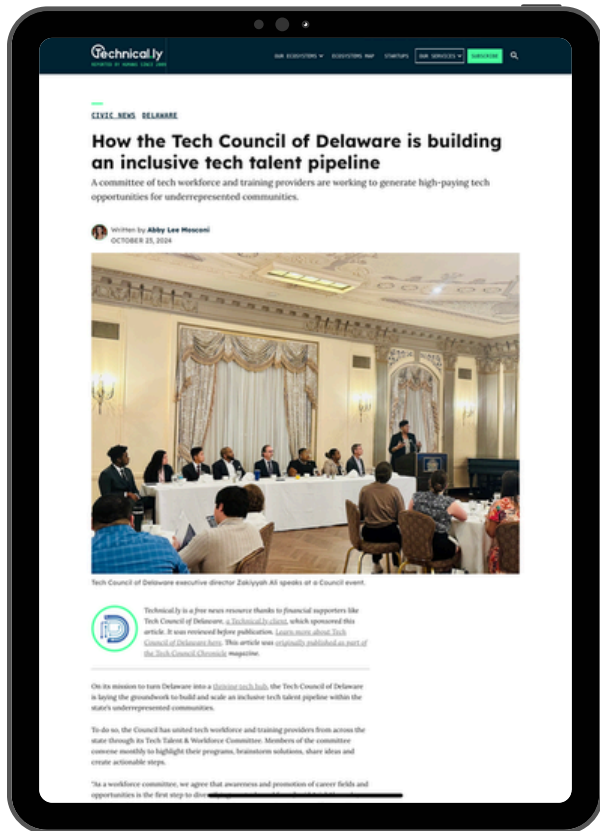
PROPEL Tech Hub steering committee meeting

June 26, 2025

MEDIA & NEWS



MEDIA & NEWS



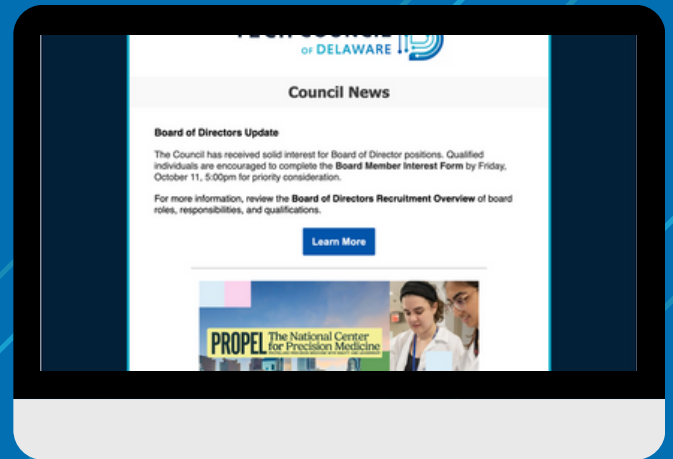
GET CONNECTED! STAY CONNECTED!

TECH IT OUT NEWSLETTER



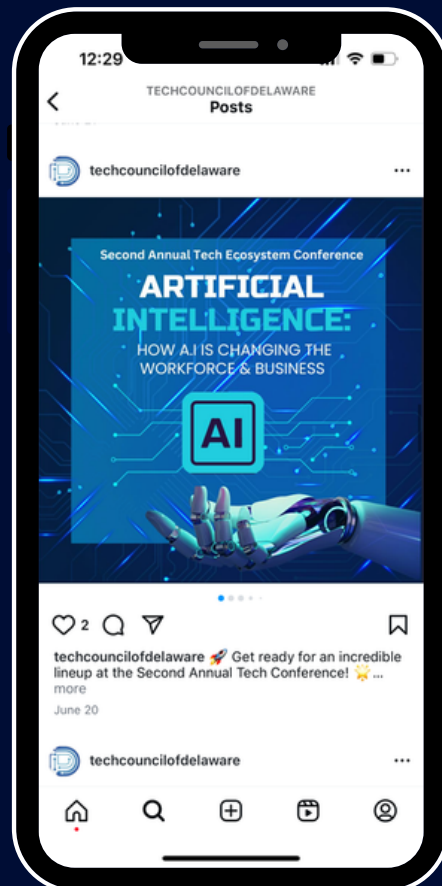
Tech IT Out provides the tech community with the latest Tech Council of Delaware happenings, upcoming events, industry trends, member news, research and education, and more! The online newsletter keeps the tech ecosystem connected while fostering information-sharing across various groups including tech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

Tech News You Can Use!



CLICK HERE TO SUBSCRIBE!

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



In 2025, the Tech Council hit **1,600 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

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