

# **ANNUAL REPORT 2022-2023**

## A MESSAGE FROM OUR EXECUTIVE DIRECTOR

It is an honor and a privilege to lead the Tech Council of Delaware. As a workforce intermediary, our Council is positioned to leverage the strengths of our members for the greater good, promote positive change in the workforce system through continuous improvement, and ensure that all stakeholders can both contribute to, and benefit from, a strong tech ecosystem. We are well aware of the challenges employers face related to hiring tech talent at all levels, we understand the barriers which prevent career seekers from preparing for and connecting to high-quality tech employment, and we recognize the difficult task our education and training providers face developing the state's workforce. What makes the Tech Council of Delaware unique is that we are collaborative, solutions-oriented, and dedicated to ensuring that businesses and residents alike can enjoy economic prosperity through mutually beneficial partnerships with each other and with workforce providers. Accordingly, we seek to convene, mobilize, and inspire our partners and stakeholders to engage in the lofty endeavor of building an inclusive, strong, and productive tech workforce system. Developing our future workforce is no easy task, this is an all-hands-on-deck mission. Through our collective expertise and strengths, we can make significant strides and achieve greatness, but we must *Do The Work* and do it together. Our members are doing this important work and we invite you to join us on this rewarding journey towards creating a brighter, more prosperous future for everyone. Delaware is a Tech Hub!



Zakiyyah Ali, Executive Director  
Tech Council of Delaware



# TABLE OF CONTENTS

|                                                 |              |
|-------------------------------------------------|--------------|
| <b>Mission, Vision, &amp; Goals</b> .....       | <b>1</b>     |
| <b>History of the Council</b> .....             | <b>2</b>     |
| <b>Team &amp; Org Structure</b> .....           | <b>3</b>     |
| <b>Membership Platform &amp; Benefits</b> ..... | <b>4-5</b>   |
| <b>Members</b> .....                            | <b>6</b>     |
| <b>First State Tech Partnership</b> .....       | <b>7-9</b>   |
| <b>American Dream Academy</b> .....             | <b>10</b>    |
| <b>Council Events</b> .....                     | <b>11-12</b> |
| <b>Tech Ecosystem Committees</b> .....          | <b>13-15</b> |
| <b>Tech Data Deep Dive</b> .....                | <b>16</b>    |
| <b>By The Numbers</b> .....                     | <b>17</b>    |
| <b>Financial Overview</b> .....                 | <b>18</b>    |
| <b>Media &amp; News</b> .....                   | <b>19</b>    |
| <b>Partners</b> .....                           | <b>20</b>    |
| <b>A Look Ahead</b> .....                       | <b>21</b>    |



# MISSION

To build an inclusive tech pipeline in Delaware by bringing together employers and educational institutions to develop our future workforce.

# VISION

Delaware is a national leader in tech business and talent development, which improves the lives of Delaware's residents and strongly supports a thriving Delaware tech sector.

# GOALS

1. Build and expand an inclusive tech talent pipeline in Delaware.
2. Create a strong tech ecosystem in Delaware.
3. Strengthen Delaware's position and perception as a tech hub.

● WE UNITE TECH CAREER SEEKERS, BUSINESSES, EDUCATION INSTITUTIONS, AND WORKFORCE ORGANIZATIONS AROUND A COLLECTIVE VISION TO IMPROVE THE LIVES OF DELAWARE RESIDENTS AND SUPPORT A THRIVING TECH SECTOR IN THE STATE.

# HISTORY OF THE DELAWARE IT INDUSTRY COUNCIL

Having a tech council in Delaware has been a long-time goal and the efforts of various stakeholders and partners have now come to fruition. The Council was formed in October 2021, as the Delaware IT Industry Council. Partners produced research studies and performed industry benchmarking, a website and company brand was created, virtual working sessions were held to create organizational goals, a project team applied for a \$13.8M Federal Good Jobs Challenge grant, and several in-person panel and networking events were hosted. Many innovators contributed their time, resources, and insights to get the Delaware IT Industry Council formed and funded. Here's a look back at some of their most notable efforts.

In 2014, leaders from Rodel and the State of Delaware traveled to Switzerland to deepen their understanding of various career pathway models and industry councils. Tech Hire Delaware was established by then-Governor Markell to build a local tech talent pipeline in response to the growing need for skilled tech workers across the state. In December 2020, Governor Carney and other partners convened over 30 employers to formally launch the Council. In October 2021, the Delaware Community Foundation and Rodel established the Delaware IT Industry Council as an LLC within Rodel. Rodel, and other innovators, secured \$3.2M in start-up capital and performed a national search for an executive director. Zakiyyah Ali was selected for the role and began on January 24, 2022.

## BECOMING THE TECH COUNCIL OF DELAWARE

As the Council's inaugural executive director, Zakiyyah quickly hired a team and connected with leaders of peer organizations across the country. In March 2022, the Delaware IT Industry Council (D-ITIC) joined the Technology Councils of North America (TECNA) and attended TECNA's annual summer conference. The TECNA conference provided an opportunity for D-ITIC leaders to learn from fellow tech council executives, benchmark against peers in similar markets, and solicit insights from TECNA members on strategies to consider when building a new council. Following the conference, D-ITIC leaders reflected on advice from TECNA members and industry research, and made the decision to rebrand the organization as the Tech Council of Delaware. The rebranding project sought to provide Delaware's tech council with parity to tech councils and emerging tech hubs across the country, as well as position the Council for short- and long-term impact, operational efficiency, financial stability, and future success.

The Council partnered with Launch Point Labs to create a new logo. The Tech Council of Delaware team procured an online system featuring a front-end branded website and a back-end association management platform. The platform is structured to enable paid memberships, promote member benefits, feature events, manage ecosystem committees, foster member engagement, highlight sponsors and strategic partners, and support an e-Commerce store. Through the website and platform, members can access valuable benefits such as data fact sheets, a custom data dashboard, industry events, a career center, courses and workshops, product and service discounts, workforce services, member directory, news and research, and so much more!

From its original start as the Delaware IT Industry Council, the *new* Tech Council of Delaware is positioned to put the First State on the map as an emerging Tech Hub!

# THE TEAM



**Zakiyyah Ali**  
Executive Director



**Joshua Berkow**  
Director of Operations



**Vishakha Jha**  
Director of Education



**Rebecah Nyakundi**  
Technology Intern  
*June-August 2023*



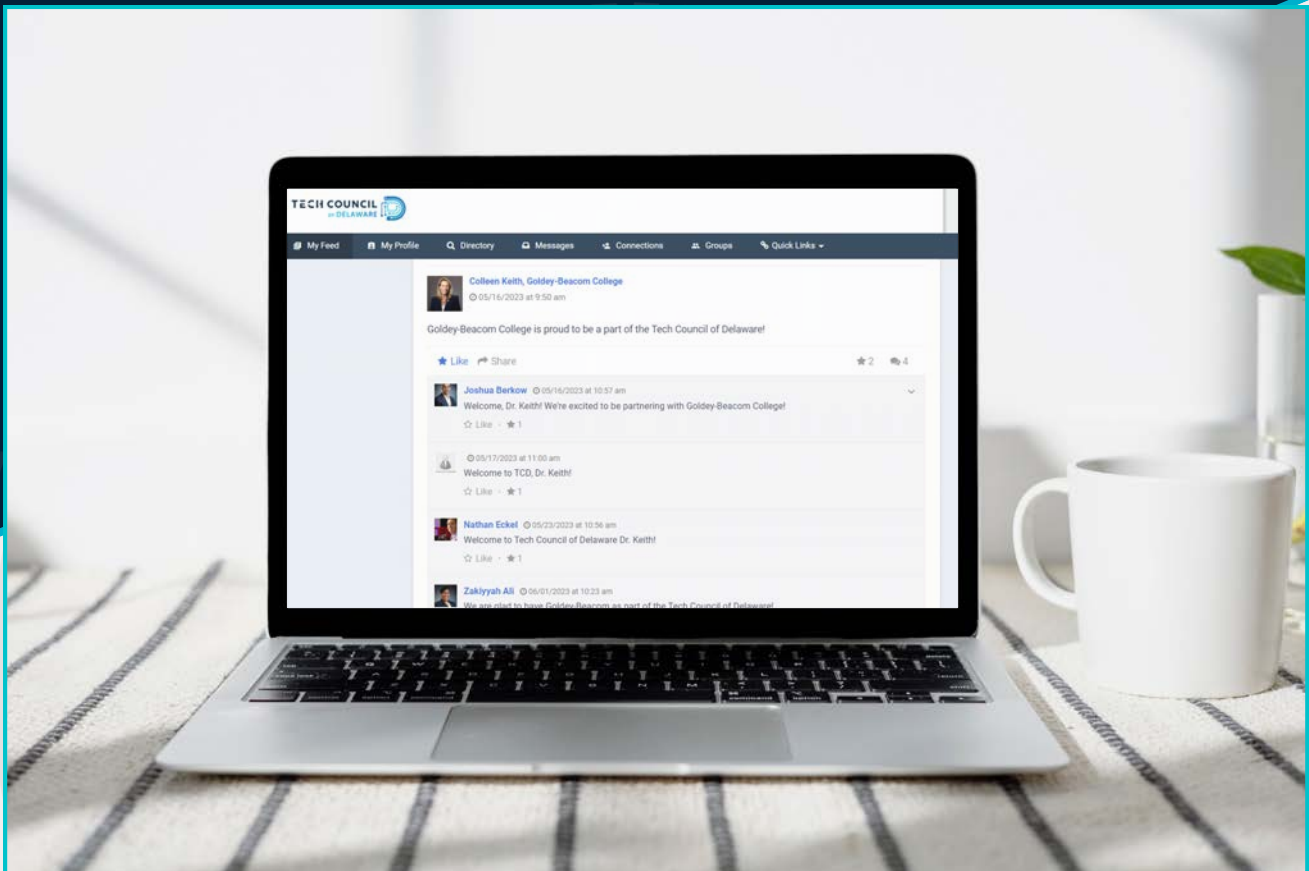
**Aditya Kshirsagar**  
Technology Intern  
*June-August 2023*

## ORG STRUCTURE

Tech Council of Delaware is a limited liability company with Rodel Charitable Foundation of Delaware (Rodel) as its sole member. Rodel, a Delaware nonprofit corporation, is a tax-exempt public charity as well as a Type I supporting organization of the Delaware Community Foundation (DCF). DCF provides various services to Rodel and TCD including financial oversight, personnel and benefits management, and operational support.

# Membership Platform & Benefits

In March 2023, the Council adopted a new business model featuring a paid membership structure with six unique membership types for stakeholders across the tech ecosystem. A new online platform was launched to seamlessly integrate the new business model along with a rebranded website and members-only social network. This new model enhances the Council's systems building capabilities by strategically and intentionally connecting key stakeholders across Delaware's tech ecosystem.



A robust suite of benefits is tailored to each of the Council's member types.

The list below highlights a selection of the available benefits:

- Custom tech jobs data dashboard
- Committee participation
- Career Center access
- Tech job competency profiles
- Tech workforce strategy consultation (Corporate members only)
- 401(k) Pooled Employer Plan (PEP)
- Discounted rates for Council events
- Supplier and vendor discounts

# Membership Platform & Benefits

To ensure all stakeholders in the tech ecosystem have a seat at the table, the Council designed memberships for both organizations and individuals. One-page benefit overviews for each membership type are available for download on the Council's website.

## Membership Types



**Corporate**



**Government**



**Current Tech Professional**



**Community Organization**



**Education & Workforce**



**Aspiring Tech Professional**

**TECH COUNCIL OF DELAWARE**

**Join the Tech Council of Delaware!**  
Shape the future of the state's tech workforce and make Delaware a Tech Hub.

**MEMBERSHIP BENEFITS**

- Participation on the Tech Leaders Roundtable
- Complimentary posting to the Career Center
- Discounted pricing on workforce services
- Tech workforce strategy consultation
- Access to 401(k) pooled employer plan
- Discounted pricing with service providers
- Discounted pricing on Council events
- Access to tech job data dashboard
- Access to tech competency profiles
- Recognition on website (hyperlinked logo)

**Corporate MEMBERSHIP**  
Best for companies, of all sizes, that employ tech professionals in Delaware  
starting at \$250/annually\*

| PRICING TIERS | # of Tech Employees in DE | Annual Membership Fee |
|---------------|---------------------------|-----------------------|
| 1-9           | 1-9                       | \$250                 |
| 10-24         | 10-24                     | \$500                 |
| 25-49         | 25-49                     | \$750                 |
| 50-99         | 50-99                     | \$1000                |
| 100-249       | 100-249                   | \$1250                |
| 250-499       | 250-499                   | \$1500                |
| 500-999       | 500-999                   | \$1750                |
| 1000+         | 1000+                     | \$2000                |

Become an Early Adopter of the Tech Council of Delaware by joining today!

**Register Here!**

**Education & Workforce**  
\$500/annually  
Become an Early Adopter of the Tech Council of Delaware by joining today!

**Register Here!**

# MEMBERS

## CORPORATE



JPMORGAN CHASE & CO.



## EDUCATION & WORKFORCE PROVIDERS



## COMMUNITY ORGANIZATIONS



## GOVERNMENT/QUASI-GOVERNMENT





The First State Tech Partnership (FSTP) stands as a resolute force in advancing the Council's mission to build and expand an inclusive tech talent pipeline in Delaware. FSTP is a collaboration between the Tech Council of Delaware and its members including employers, educational institutions, tech workforce providers, and community organizations. As a workforce intermediary, the Tech Council of Delaware leads FSTP in creating innovative solutions and training programs that provide employers with skilled talent while also empowering Delawareans, specifically underrepresented residents, to prepare for and launch successful careers in the tech industry.

### Operational Model

The Council assessed employers' tech talent needs through a rigorous system development process, aligned existing workforce programs, identified training gaps, and strategized ways to eliminate barriers for career seekers. As a result, the FSTP established an operational model with an attractive brand, logo, and website. Additionally, the FSTP procured highly rated applicant tracking and program management software, as well as a durable skills curriculum and skills assessment tool to prepare participants for success. FSTP also formed strategic partnerships with credentialing companies to offer online technical training and technology certifications.

### Current FSTP Workforce Programs

To date, FSTP has designed three workforce programs: the Certified Cybersecurity Professional Program (CCPP), Bloom Energy Advanced Manufacturing (B.E.A.M.) Training Academy, and the Yes, We Tech! paid summer internship program for high school students. These programs feature an 'earn-and-learn' model, providing participants with valuable on-the-job work experiences and equipping them with industry relevant certifications and digital proficiency skills. Of the three programs designed by FSTP, Yes, We Tech! was the first to launch in June 2023.

### Workforce Services

The Council provides workforce intermediary services to Corporate Members interested in the FSTP. This includes **Program Design Services** to create a new workforce program from scratch or customize an existing program to meet their company-specific tech workforce needs. The Council also provides **Cohort Launch & Training Support Services** if employers are interested in launching a cohort of an existing workforce program. Services include participant recruitment, candidate assessment and interview coordination, new hire orientation, training support, commencement ceremony, data tracking, and outcomes reporting.



FIRST STATE  
**TECH**  
PARTNERSHIP  
INCLUSION. OPPORTUNITY. SUCCESS.

## YES, WE TECH!

**Yes, We Tech!** is a seven-week paid summer internship program, designed for rising high school juniors and seniors from diverse backgrounds. **Yes, We Tech!** launched its inaugural cohort on June 16, 2023, wherein talented rising high school seniors and juniors embarked on a transformative journey. This immersive experience provided students with foundational career readiness through work-based learning and classroom training. The interns earned an industry-recognized digital proficiency certification and durable skills credential, positioning them for success in growing industries upon graduation from high school and/or college.

Hired as Technology Interns by the Metropolitan Wilmington Urban League, students worked 30 hours per week, earning \$15 per hour throughout the program. Code Differently led classroom-based learning, guiding interns through a durable skills curriculum and instructor-led activities focused on workplace standards and expectations. Worksite employers played a crucial role by providing on-the-job learning opportunities through meaningful projects and assignments, enabling interns to refine the digital and durable skills they learned in the classroom.



Technology Interns were provided **wraparound supports** such as transportation assistance, daily meals, and professional attire. They also received professional photos, learning materials, and other resources necessary to excel during the internship. Technology Interns gained insights from industry experts through the **Guest Speaker Series** as professionals shared their career experiences, achievements, and valuable advice with the interns.

With generous support from Rodel and public and private-philanthropic funding that supports Delaware Pathways, **Yes, We Tech!** became a reality and enabled the FSTP to make a significant investment in Delaware youth—our state's future workforce. As a notable gesture, EPAM Systems, a technology company, contributed \$15,000 in college scholarships to the rising seniors in the program.

On August 4, 2023, the FSTP hosted the **Yes, We Tech!** graduation ceremony with more than 70 parents, supporters, partners, and students attending. By providing high school students with essential workplace skills, we prepared them to thrive in the labor market and pursue high-wage employment after completing their education. Moreover, the success of the **Yes, We Tech!** program underscores the commitment of the First State Tech Partnership to create a skilled, diverse, and resilient workforce that will propel Delaware's tech industry to new heights! Additional **Yes, We Tech!** highlights are captured in [this Blog](#) from Vishakha Jha, Director of Education.

## CYBERSECURITY

Delaware's Information and Cybersecurity occupation is projected to **grow by 12.1%** between 2022-2027, a subsector that has the highest growth rate among all tech occupations in the State. This growth even surpasses the anticipated 7.3% rate for the ultra-popular software developers/programmers occupation during the same period.

**The Certified Cybersecurity Professional Program (CCPP)**, developed by the First State Tech Partnership (FSTP) in 2022, is a true testament to collaboration. The Tech Council of Delaware convened senior cybersecurity leaders from Exelon, Christiana Care, WSFS Bank, and Best Egg, along with representatives from Wilmington University, to design a comprehensive program intended to prepare career seekers with the industry knowledge and skills required to qualify for an entry-level cybersecurity position with local employers.

The CCPP stands out with its highly flexible structure, offering cohort duration options of eight weeks or sixteen weeks, depending on the readiness level and training needs of the applicant pool. Selected participants are hired in a temporary or contract Cybersecurity Trainee position by employer partners and complete a blend of classroom-based training and on-the-job learning. One of the program's remarkable highlights is the opportunity to attain an industry-recognized credential from **CompTIA – the IT Fundamentals (ITF+) certification**. This certification provides Trainees with basic technology acumen, enhances the participants' marketability, and lays an important foundation for continuous learning.

Wilmington University leads the facilitation of classroom-based training, which includes a durable skills curriculum, technical aspects of information and cybersecurity, and preparation for the ITF+ certification.

While four employers collaboratively designed the CCPP, the Tech Council of Delaware welcomes any Delaware-based company with Information and Cybersecurity positions to serve as an employer partner and play an active role in developing the state's future cybersecurity workforce.

# American Dream Academy

The American Dream Academy & Learner Support Initiative stands at the forefront of empowerment and inclusivity for young adults in Delaware. Spearheaded by the Tech Council of Delaware and generously supported by a grant from Bank of America, this scholarship program addresses the pressing need for digital proficiency and durable skills in the modern workforce. The Learner Support Initiative, managed by the Tech Council of Delaware, complements the Academy by providing learners with personalized support, coaching, and encouragement, ensuring they successfully complete the coursework.

Upon graduation, these aspiring tech professionals will seamlessly enter the Tech Council of Delaware's vibrant tech ecosystem, connecting with industry professionals, exploring growth opportunities, and contributing to the state's tech landscape. Together, we envision a brighter future for residents that are determined to build and enhance their careers, and unlock their true potential.

PRESENTED BY  
**BANK OF AMERICA**

**THE AMERICAN  
DREAM ACADEMY &  
LEARNER SUPPORT INITIATIVE**

**Building inclusive tech talent  
pipelines in Delaware by offering  
100 eligible residents free tech  
training and supportive coaching.**

MANAGED BY  
**TECH COUNCIL  
of DELAWARE**



### OVERVIEW

The Tech Council of Delaware's primary goal is to build and expand inclusive tech talent pipelines. The Tech Council has received a generous grant from Bank of America to launch the American Dream Academy in Delaware. This grant will support 100 eligible residents with completing a free, six-month, self-paced online technology training program.

### TARGET AUDIENCE

The American Dream Academy serves Delaware residents between the ages of 18-24. Emphasis is placed on minorities and women living in underserved communities, earning less than \$40K annually.

### INFORMATION SESSIONS

Interested residents are strongly encouraged to attend an in-person information session to learn more about the American Dream Academy & Learner Support Initiative. Refreshments will be served!

| KENT COUNTY                 | SUSSEX COUNTY              | NEW CASTLE COUNTY            |
|-----------------------------|----------------------------|------------------------------|
| Friday, July 14th @ 12:00pm | Friday, July 21st @ 1:00pm | Thursday, July 27th @ 1:00pm |
| Milford Public Library      | Georgetown Public Library  | Wilmington Public Library    |

APPLICATION PERIOD: JULY 10 - AUGUST 11, 2023

webpage: [techcouncilofdelaware.org/page/americandreamacademy](https://techcouncilofdelaware.org/page/americandreamacademy)



scan here to  
register for an  
info session  
and to apply

#### TECH COMMUNITY PARTNERS COLLABORATIVE MEMBERS



# COUNCIL EVENTS



In March 2023, the **New Council Launch & Member Convening** commemorated the rebranding of the council and highlighted the available memberships and associated benefits along with information about the sectoral partnership, First State Tech Partnership. Attendees listened to remarks from Council Innovators and Early Adopters who spoke about the many reasons to join the Council and partner in making Delaware a Tech Hub.



The Tech Council of Delaware hosted its year-end **Thanks-A-Brunch** celebration to acknowledge the many partners and supporters who shared their time and insights with the Council in 2022.

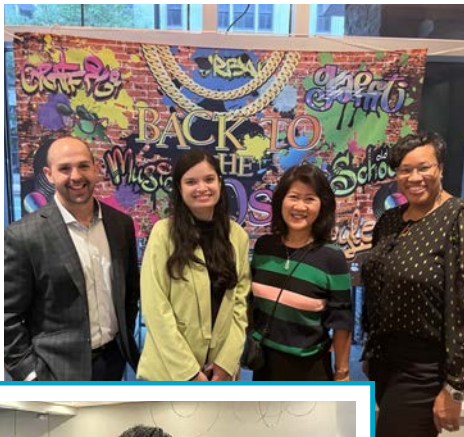
The celebration included a continental breakfast, words of appreciation, and a special preview of the big changes coming to the council in 2023.

Attendees included tech leaders, tech professionals, education and workforce providers and community organizations, most of whom would later become Council members.



# COUNCIL EVENTS

On September 15, 2022, the Council hosted a **Women in Technology** panel discussion which was sponsored by Bank of America. The panelists represented a diverse array of backgrounds and graciously shared their career experiences in the tech industry, including challenges, achievements, and hopes for the future of tech. A lively networking session followed the panel discussion.



On June 22, 2023, the Council hosted its first **Tech Thursdays** networking mixer titled:

## **Celebrating 50 Years of Hip Hop and Its Tech Evolution**

Guests took a trip down memory lane and got to view pictures of original hip-hop music equipment like turntables, synthesizers, and the world-renowned boombox. Tech professionals across all career levels were able to network over drinks and appetizers.

# TECH ECOSYSTEM COMMITTEES

## **Tech Talent & Workforce Committee (TTWC)**

is a Community of Practice designed to improve talent and workforce development outcomes with the goals of building and expanding inclusive tech talent pipelines and producing graduates that possess in-demand skills and credentials and have viable options for attaining high-wage employment.

**Members Include:** *Code Differently, Delaware College of Art and Design, Delaware Technical Community College, Futures First Gaming, Goldey-Beacom College, Polytech Adult Education, Tech Impact, University of Delaware Division of Professional and Continuing Studies, Wilmington University, Year Up, and Zip Code Wilmington.*



*First TTWC meeting on April 28, 2023*

"Wilmington University is so proud to be a founding member of the Tech Council of Delaware. The Tech Council's mission aligns with the Wilmington University mission by focusing on opening access and opportunity for all. The Tech Council has brought together stakeholders from across the state, and as a result, offers an opportunity to truly create and grow a diverse technology workforce. Understanding that we live in a diverse world and all of us have distinct and different needs to reach our potential, the Tech Council is bringing together education providers, employers, community organizations, and others to support pathways in technology and help Delaware stand out as a technology hub on the eastern corridor."

***Rob Rescigno, Assistant Vice President for Partnerships and Community Affairs, Wilmington University***

"As Delaware continues to develop into a thriving technology hub, an inclusive and vibrant ecosystem is not only a strategic mandate but also an ethical obligation. Tech Impact, a long-standing workforce training provider and intermediary partner in our nation's great first state, understands the crucial need for producing exceptionally trained tech talent by tapping diverse perspectives and removing barriers. We appreciate the Tech Council of Delaware for convening a network of technology companies, educational providers, and community-based organizations who collaborate and learn from one another as we seek to develop a healthy tech ecosystem."

***Monique Gaillard, Director of Workforce Development, Tech Impact***

"The Tech Council of Delaware has been a great conduit for bringing leading technology organizations and leaders together to create a sustainable tech ecosystem in Delaware. As a premier organization in developing young and diverse technology talent in Delaware, Year Up is thrilled to play a role in the Tech Council's goal of making Delaware a competitive technology hub."

***Peter Lonie, Senior Director, Year Up***

# TECH ECOSYSTEM COMMITTEES



*First TLR meeting on June 7, 2023*

**Members include: Artesian Water Resources, Bank of America, CSC, ITRadiant Solutions Inc., JPMorgan Chase & Co., Keylent, Inc., M&T Bank & Wilmington Trust, The Precisionists, Inc., and WSFS Bank.**

## **Tech Leaders Roundtable** **(TLR)**

is a forum for technology leaders, decision-makers, and influencers to collaborate and discuss industry trends, current events, new and emerging technologies, and tech talent needs and challenges, as well as craft solutions to common issues and align with other council committees to create a strong tech ecosystem.

"From startups to industry giants, technology fuels our success. Delaware companies value diverse tech talent to drive innovation and recognize that attracting, developing, and retaining diverse tech talent is critical to our present and future competitiveness. Together, we embrace boundless opportunities for Delaware's tech future. Join us at the Tech Council of Delaware on this transformative journey as we shape the next chapter of tech excellence in the First State and solidify Delaware as a Tech Hub."

***Pete Steiner, Director - Financial Services Practice, The Precisionists, Inc. (TPI)***

# TECH ECOSYSTEM COMMITTEES



## **Tech Community Partners Collaborative (TCPC)**

is a forum to enhance and align workforce preparatory programs that will support residents, that are underrepresented in technology careers, with qualifying for, and applying to, tech training programs as well as coordinate the integration of supportive services into tech training and workforce programs.

**Members include:** *Community Education Building, Goodwill of Delaware and Delaware County, PMG Consulting, United Way of Delaware, and Wilmington Alliance.*

"United Way of Delaware has been committed to equity and helping to ensure all Delawareans have equitable access to opportunity for over 75 years. We imagine a future Delaware where race and zip code have no bearing on one's access to higher wages; access to permanent positions with benefits; or opportunities for career advancement that lead to wealth creation. We're proud to have been part of the Tech Council of Delaware from the beginning and believe in the important work being done through the First State Tech Partnership to create a cohesive tech talent pipeline that meets the needs of businesses while providing both "earn and learn" opportunities as well as essential support and wraparound services to participants in training programs. The intentionality in building the ecosystem around common goals tied to equity will lead to Delaware becoming not only a tech hub, but a tech hub with strength and diversity that reflects the people in our community."

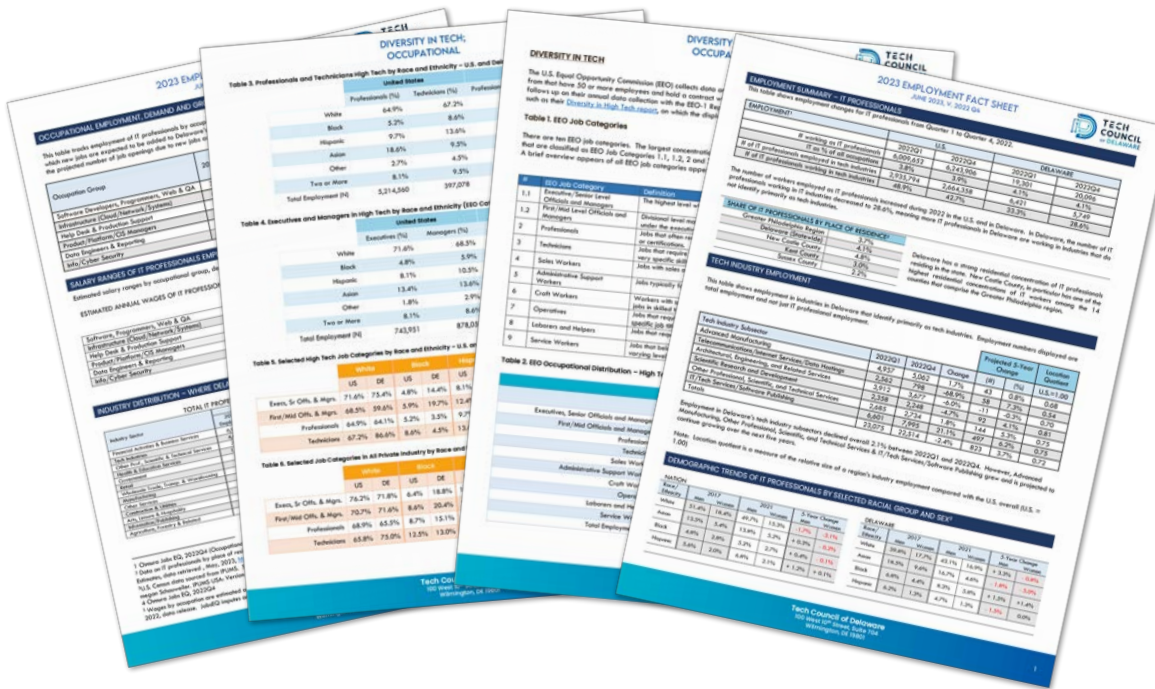
***Laurie Girardi, Vice President and Chief Strategy Officer, United Way of Delaware***

"Wilmington Alliance brings people together to drive innovative solutions, leverage resources and promote opportunities to empower the city's residents and businesses. This is why it made sense to join the Tech Council of Delaware and play an integral role in building inclusive tech talent pipelines. Tech talent pipelines should include Delawareans who have been involved with and impacted by the criminal justice system; second chance opportunities should exist in high wage industries like technology. We believe that social and economic well-being occurs when traditionally underserved individuals and communities both drive and share in the benefits of economic growth. As such, we are committed to contributing our expertise and efforts to the Council to ensure that underrepresented residents have a voice at the table and an opportunity to prepare for and connect to tech and tech-enabled careers that pay sustaining wages and offer healthy work environments."

***Renata B. Kowalczyk, Chief Executive Officer, Wilmington Alliance***

# TECH DATA DEEP DIVE

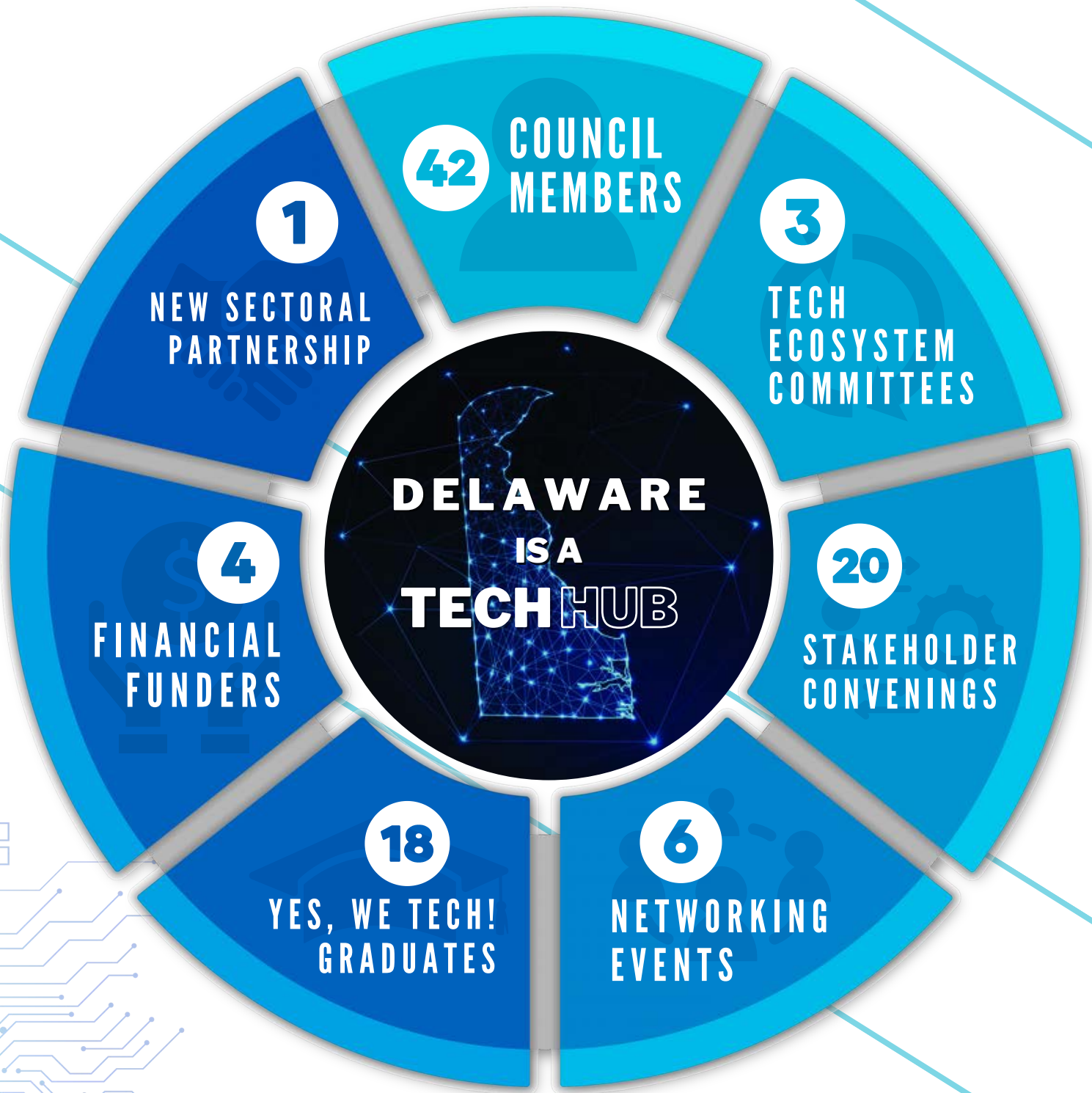
The Tech Council of Delaware wants to make the First State a national leader in developing and hiring diverse tech talent. To continually assess the state of the tech industry and tech jobs in Delaware, the Council developed three informative fact sheets that are available online to members and non-members alike. The fact sheets serve as a convenient quick reference guide containing valuable information about Delaware's tech job market, demographics, and diversity.



In addition to the fact sheets, the Council developed a custom tech jobs data dashboard as an additional benefit for members. Dashboard displays and accompanying metrics provide a detailed, interactive visualization of the state's tech industry and talent infrastructure and will assist the Council, industry leaders, and educational institutions in building our future workforce. The dashboard is updated regularly and quarterly webinars are held to explain the data and discuss trends.



# BY THE NUMBERS



# FINANCIAL OVERVIEW\*

|                                             | FY 2021 – Rodel Incubation | FY 2022 – Council Year 1 | FY 2023 – Council Year 2  |
|---------------------------------------------|----------------------------|--------------------------|---------------------------|
| Grants Committed                            | \$ 400,000.00              | \$ 1,067,715.00          | \$ 1,094,715.00           |
| Other Revenue<br>(Membership, Events, etc.) |                            |                          | \$ 18,570.00              |
| <b>Total Income</b>                         | <b>\$ 400,000.00</b>       | <b>\$ 1,067,715.00</b>   | <b>\$ 1,693, 409.00**</b> |
| Personnel                                   |                            | \$ 95,242.00             | \$ 432,590.00             |
| Equipment & Supplies                        |                            | \$ 2,367.00              | \$ 2,543.00               |
| Legal                                       | \$ 18,228.00               | \$ 300.00                | \$ 7,884.00               |
| Software & Subscriptions                    |                            | \$ 11,946.00             | \$ 41,401.00              |
| Consulting                                  | \$ 148,029.00              | \$ 177,736.00            | \$ 72,609.00              |
| Backbone Organization                       | \$ 233,743.00              | \$ 200,000.00            | \$ 150,000.00             |
| Marketing & Web Design                      |                            |                          | \$ 30,142.00              |
| Meeting Costs                               |                            |                          | \$ 21,998.00              |
| Travel                                      |                            |                          | \$ 18,163.00              |
| Training                                    |                            |                          | \$ 286.00                 |
| Credit Card Processing Fees                 |                            |                          | \$ 1,104.00               |
| Workforce Development<br>(Yes, We Tech!)    |                            |                          | \$ 446,048.00             |
| <b>Total Expenses</b>                       | <b>\$ 400,000.00</b>       | <b>\$ 487,591.00</b>     | <b>\$ 1,224,768.00</b>    |
| <b>Ending Balance</b>                       | <b>-</b>                   | <b>\$ 580,124.00</b>     | <b>\$ 468,641.00</b>      |

\*Financial overview does not represent audited financial statements and is only intended as a high-level overview of Council income and expenses.

\*\*Council Year 2 Income line item includes ending balance from Year 1.

# MEDIA & NEWS



# PARTNERS

## SPONSORS



JPMORGAN CHASE & CO.

**Bloomberg  
Philanthropies**

**BANK OF AMERICA** 

## STRATEGIC PARTNERS

**Rodel**  
A GREAT EDUCATION  
CHANGES EVERYTHING

**LAUNCH**  **POINT**

  
ALPHIANALYTICS

**eIMPACT.** 

**Technical.ly**  
NEWS FOR TECHNOLOGISTS AND ENTREPRENEURS

**Judge**  
SINCE 1970

 **recruitee**

 **401(K)**  
Tech Collective

  
**Meeting Intentions**  
Collaborative Meeting Design & Facilitation

 **Criteria**

**CompTIA**

**Trax**solutions®  
by **infocus**

**eSkill**  
Talent Assessment Platform™

 **SAFER**  
FOUNDATION  
A ROAD TO A BETTER FUTURE

# THE FUTURE



**Develop a strategic plan for the next phase of the Council, post-incubation**



**Convene all tech ecosystem committees for a collaborative, goal-oriented conference**



**Launch a storytelling campaign to elevate Delaware as a Tech Hub**



**Increase corporate members by 30%**



**Launch the Tech Professionals Network (fourth tech ecosystem committee)**



**Develop partnerships with tech ecosystem organizations and leaders in Philadelphia**

As we continue creating a solid foundation for the Tech Council of Delaware, we intend to build on the work started in 2022 and advanced in 2023 by focusing on six core objectives as we look ahead to the future. Tech Ecosystem Committees will continue to identify and work on their respective goals in alignment with the Tech Council of Delaware's core goals and collaborate on projects and initiatives.



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