

A NEED FOR WORK-BASED LEARNING IN HIGH DEMAND FIELDS

The state of Delaware recognized that their economic future was dependent on a more diverse, better trained, adaptable workforce; all traits reflected in, or as a direct result of, local high schools. As such, there has been greater investment in developing programs that can serve as a bridge between high school and high-demand careers.

In order to ensure that the vision for a statewide work-based learning (WBL) system was sustainable, the Department of Education created a structure that would encourage community and workforce intermediaries to lead many of these efforts, both in and outside of schools.

GROWING A TECH WORKFORCE

While the state is most known as a hub for Credit and Commercial Banking, there is now an emergent tech industry with growth rates of about 6% for data engineers, 7.3% for software developers and programmers, and 12% for information and cybersecurity professionals through 2027 – totalling more than 1,200 jobs.

The Tech Council of Delaware—whose mission is to build an inclusive tech pipeline in Delaware by bringing together employers and educational institutions to develop our future workforce—created the **Yes, We Tech!** paid summer internship program that provides workplace readiness and career experiences to Delaware high school students through on-the-job learning and classroom-based training.

Yes, We Tech! enables students from diverse backgrounds to build in-demand workplace skills, achieve basic digital proficiency, and attain a technology certification. The program prepares students to compete in the labor market for high-wage employment after graduation from high school and/or college. Technology Interns receive training, supportive coaching, transportation assistance, daily meals, and professional attire.



YES
WE
TECH!

PROFILES IN
PATHWAYS INNOVATION

HOW DOES THE PROGRAM WORK?

Rodel

A GREAT EDUCATION
CHANGES EVERYTHING

The program is funded through Rodel, an organization working to create sustainable solutions to strengthen the connections between Delaware's public education system and workforce through sectoral partnerships.



Metropolitan Wilmington
Urban League

The program is administered by The Metropolitan Wilmington Urban League, who serves as the employer of record for the students, and is responsible for the hiring, payroll processing and professional coaching for the interns. Students are hired as Technology Interns in a temporary role by the Metropolitan Wilmington Urban League where they will work 30 hours per week and earn \$15 an hour. By the end of the program, each intern will have earned \$2,880 in compensation.



CODE DIFFERENTLY

Code Differently facilitates the classroom-based learning wherein interns complete the Conover Job Readiness durable skills curriculum as well as engage in instructor-led activities to expand knowledge around workplace standards and employer expectations. While in the classroom, interns engage in online training to prepare for the Level 1 IC3 Digital Literacy Certification exam. The IC3 certification is a recognized foundational credential that is applicable to a wide variety of industries.

Students are then able to gain on-the-job work experience through assignments and projects on site with employer partners. Worksite employers provide on-the-job learning to support the interns with practicing and refining the digital and durable skills learned in the classroom. Under the guidance and supervision of talented professionals, interns gain exposure to a range of careers and occupations to broaden their scope of the types of roles that exist within various industries.



“We designed this program so that we can provide opportunities for young people in the state, to give them career exposure, digital skills building, and durable skills training so they have a great start and know that they can secure high-demand, high-wage employment either after high school or after college.”

— ZAKIYAH ALI, EXECUTIVE DIRECTOR, *Tech Council of Delaware*