

Rodel Support for Bloomberg Healthcare Pathways

Background

In 2024, Bloomberg Philanthropies launched a \$270 million initiative in 12 communities nationwide to establish innovative, healthcare-focused high schools that combine rigorous academics, healthcare-specific coursework, and paid work-based learning. The effort, implemented in partnership with leading health systems and school districts, aims to prepare nearly 7,000 students for high-demand healthcare careers. To support these sites, Rodel was asked to develop a set of tools that can help sustain and scale these models beyond the initial investment.

Who is Rodel?

Rodel is a nonpartisan nonprofit organization dedicated to strengthening education and workforce systems so that every learner can succeed. We bring together educators, employers, community leaders, and government partners to turn strategy into action through policy design, implementation support, public-private alignment, and scalable solutions. While rooted in Delaware, Rodel also partners nationally to advance career-connected learning and postsecondary success.

Rodel has experience helping states and communities braid federal, state, and philanthropic investments into durable system change. In Delaware, we helped establish the public-private financing model for Delaware Pathways, serving as an intermediary that aligns funding, policy, and employer engagement. To date, Delaware Pathways has integrated multiple federal, state, and philanthropic funding streams to support a career pathway system serving ~70% of Delaware's high school students.

As a support organization of the Delaware Community Foundation, we combine policy expertise with financial stewardship and implementation capacity. Our team includes former federal, state, and community leaders who have managed major public and private investments, bringing hands-on experience in cross-sector coordination, strategic procurement, braided funding, and scaling complex initiatives.

What will Rodel do?

Rodel will provide a package of tools, technical assistance, and strategic support to help sites build sustainable funding and partnership models for their healthcare high schools. This includes developing:

- Practical federal, state, and philanthropic playbook to guide fiscal research, funding strategy, and long-term sustainability planning (available Summer 2026).
- Localized funding landscape analyses for each participating community to identify state, federal, and philanthropic funding opportunities (available Fall 2026).
- Professional learning series on braided funding, development planning, and long-term sustainability strategies (delivered during the 2026–27 program year).

For sites seeking deeper engagement, Rodel will offer structured coaching on co-investment and long-term sustainability, along with executive-level advisory support tailored to local needs. Contact Luke Rhine, Vice President, Rodel (lrhine@rodelde.org) for more information.

Deliverables and Timeline

Rodel's support is organized as a tiered package of tools, technical assistance, and strategic advising designed to meet communities where they are while building long-term local capacity.

Summer 2026

Career Pathways Financing Playbook

The first deliverable is a comprehensive **Career Pathways Financing Playbook** that serves as a practical guide to designing, financing, and sustaining healthcare career pathways. The playbook helps communities:

- Develop a shared vision and financing strategy
- Estimate costs and funding needs
- Build coordinated financing and development plans
- Navigate federal, state, and philanthropic funding systems
- Create long-term sustainability strategies

The playbook includes a strategic financing framework, development planning tools, federal, state, and philanthropic funding playbooks, templates, case studies, and practical implementation resources that help local leaders answer four fundamental questions:

1. What are we trying to accomplish?
2. What will it take to achieve our goals?
3. How will we secure the resources we need?
4. How will we sustain this work over time?

The federal, state, and philanthropic playbooks also provide practical guidance on understanding budget processes, conducting fiscal research, identifying funding opportunities, leveraging formula and competitive funding, engaging philanthropy, and developing braided funding strategies.

Fall 2026

Localized Funding Landscape Analyses

Each participating community will receive a customized funding landscape analysis tailored to its healthcare career pathway priorities. These analyses will help communities:

- Identify federal, state, and philanthropic funding opportunities
- Assess existing funding assets and gaps
- Prioritize high-impact funding opportunities
- Develop customized financing strategies

Each funding landscape will include:

- Federal funding maps
- State funding maps
- Philanthropic funding opportunities
- Recommended funding priorities
- Detailed information supporting next steps and future resource development

Several initial philanthropic funding maps have already been developed, and state funding maps are being completed on a rolling basis before full federal funding analyses are released later this fall.

2026–27 Program Year

Professional Learning and Technical Assistance

Building sustainable financing requires more than written resources. Throughout the 2026–27 program year, Rodel will facilitate a cohort- and community-based professional learning series designed to help local partnerships translate financing strategies into action.

The professional learning series will help communities:

- Align funding with strategic priorities
- Braid public and private funding sources
- Develop coordinated fundraising and development plans
- Build sustainable financing models
- Strengthen partnerships, governance, and implementation capacity

The series will combine cohort-based learning, peer exchange, customized coaching, and practical implementation tools. Early engagement will focus on understanding each community's priorities, refining the financing playbook and funding analyses based on local feedback, and developing customized learning modules that respond to community needs. Communities seeking additional support may also participate in structured coaching and executive-level advisory services tailored to their local priorities.

Looking Ahead

Together, these three deliverables—the **Career Pathways Financing Playbook**, **Localized Funding Landscape Analyses**, and **Professional Learning Series**—are intended to help Bloomberg Healthcare High School communities move beyond individual grants toward comprehensive financing strategies that support long-term implementation and sustainability.

Rather than asking, *"Where can we find funding?"*, Rodel's approach encourages communities to ask, *"What will it take to build and sustain the healthcare career pathway system we envision?"*

By aligning strategy, partnerships, and financing around shared goals, communities will be better positioned to secure diverse investments, strengthen cross-sector collaboration, and create durable pathways that prepare students for high-demand healthcare careers while meeting the long-term workforce needs of their regions.