

# 2024 Summer Intensive Impact Report

## The Problem

Technology has embedded in our lives at record breaking speed. The tech sector is the fastest-growing sector of the U.S. economy, with higher wages, better benefits, and better resilience to economic downturns than other sectors.

There is an unacceptable racial divide in tech, with a staggering lack of representation for Black and Latinos in the tech workforce (5-8%), tech leadership (5%), and tech entrepreneurship (1%). **Young men of color face enormous systemic challenges when it comes to entering this powerful industry, from educational opportunities to professional advancement.** This disparity originates from the lack of opportunities available to students long before they enter the job market.

**Impact of the digital divide:** According to the Pew Research Center, 23% of U.S. adults do not have home broadband access. Approximately 13% of households with incomes below \$30,000 lack access to the internet, smartphones, desktops, laptops, or tablets. Marginalized communities, with lower levels of education and income are less likely to have home internet access.

**Inequitable access to C/S education:** The 2023 State of Computer Science Report indicates that only 57.5% of high schools nationwide offer at least one foundational C/S course, and only 5.8% of high school students are enrolled in a foundational computer science course across 35 states. Black/African American students (15% enrollment), Hispanic/Latino students (21% enrollment), and Native American/Alaskan students (0.7% enrollment) are less likely to attend schools that offer such courses. **And although 69% of students enrolled in AP Computer Science are male, the racial and ethnic disparities persist.**

While many organizations focus on teaching coding skills to young women and girls, few center young men of color. Without targeted investment, these communities miss immense opportunities that come with access, exposure, and careers in the innovation economy.

# Our Solution: The Pipeline

Founded in 2013, All Star Code creates economic opportunity for young men of color by developing an entrepreneurial mindset and supplying them with the tools they need to succeed in the innovation economy. We provide computer science education, leadership and career development for our students, from high school to the tech workforce. Our learning continuum - from exposure, college and career readiness, to meaningful employment in the workforce - enables All Star Code to foster a Culturally Response Tech Talent Pipeline.

The Summer Intensive Program is All Star Code's flagship program - a six-week course in web development and leadership aimed at high-school-aged young men of color. **We prioritize students based on their eagerness to learn and creative thinking, rather than GPA or transcripts.** By partnering with leading tech companies, we offer real-world industry exposure to how tech works, how culture breeds innovation, and how professionals navigate successful careers in this sector.

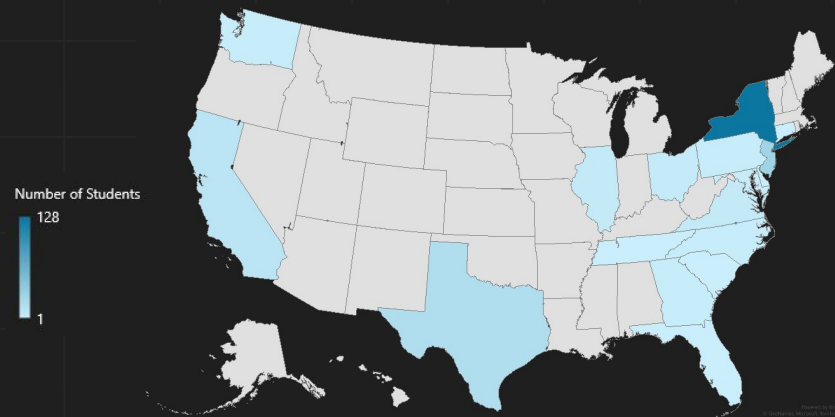
The Summer Intensive delivers 90 hours of project-based instruction, equivalent to college-level computer science courses, plus 20 hours of soft skills training. The program is facilitated by a four-person team, including a Lead Instructor, Teaching Assistant, Program Coordinator, and a Teaching Fellow who is a graduate of a previous Summer Intensive. Sessions are live remote meetings with instructors, peers, guest speakers, and mentors.

We remove barriers to entry by providing laptops and mobile hotspots on a needs basis. We offer tailored support for neurodiverse students and those with disabilities or Individualized Education Plans. By the end of the program, students master three programming languages—JavaScript, HTML, and CSS—and work with industry-standard tools like GitHub, Slack, and Visual Studio Code.

2024 saw some major enhancements to how we deliver our summer programming. We introduced 3-Week "Sprints," flexible virtual programs for students unable to commit to the full six-week Summer Intensive due to their school districts' start dates, work commitments, or family needs. The Sprint, delivered to 176 students, provided a condensed but comprehensive exploration of CS principles, supplemented by soft skill sessions with BIPOC tech professionals. We held an in-person Demo Day at ServiceNow, partnered with multiple tech companies like Sony and JPMC to host site visits, piloted our Plenary Sessions, and deepened our investment in new regions.

In 2024, we **empowered 220 young men of color to step into one of the nation's fastest-growing and most lucrative sectors**, and join All Star Code's growing national Brotherhood.



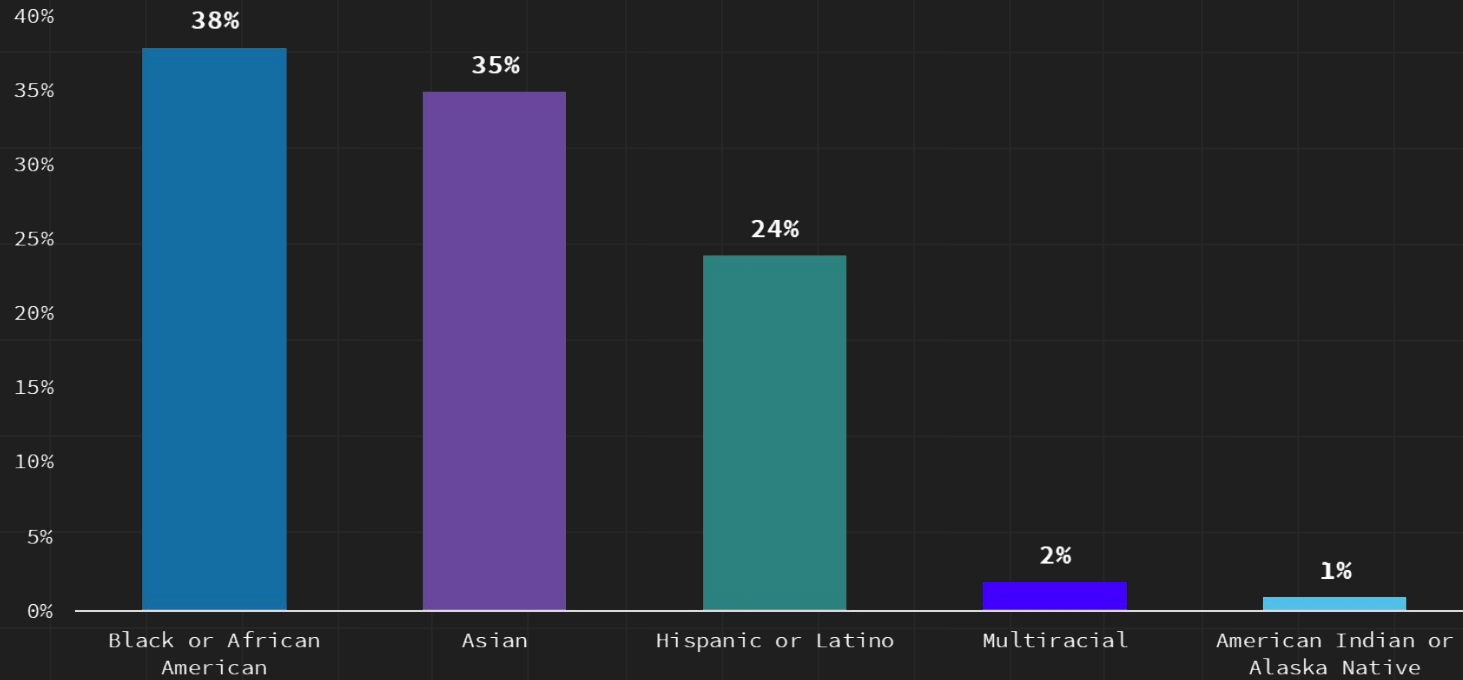


# Our 2024 Scholars

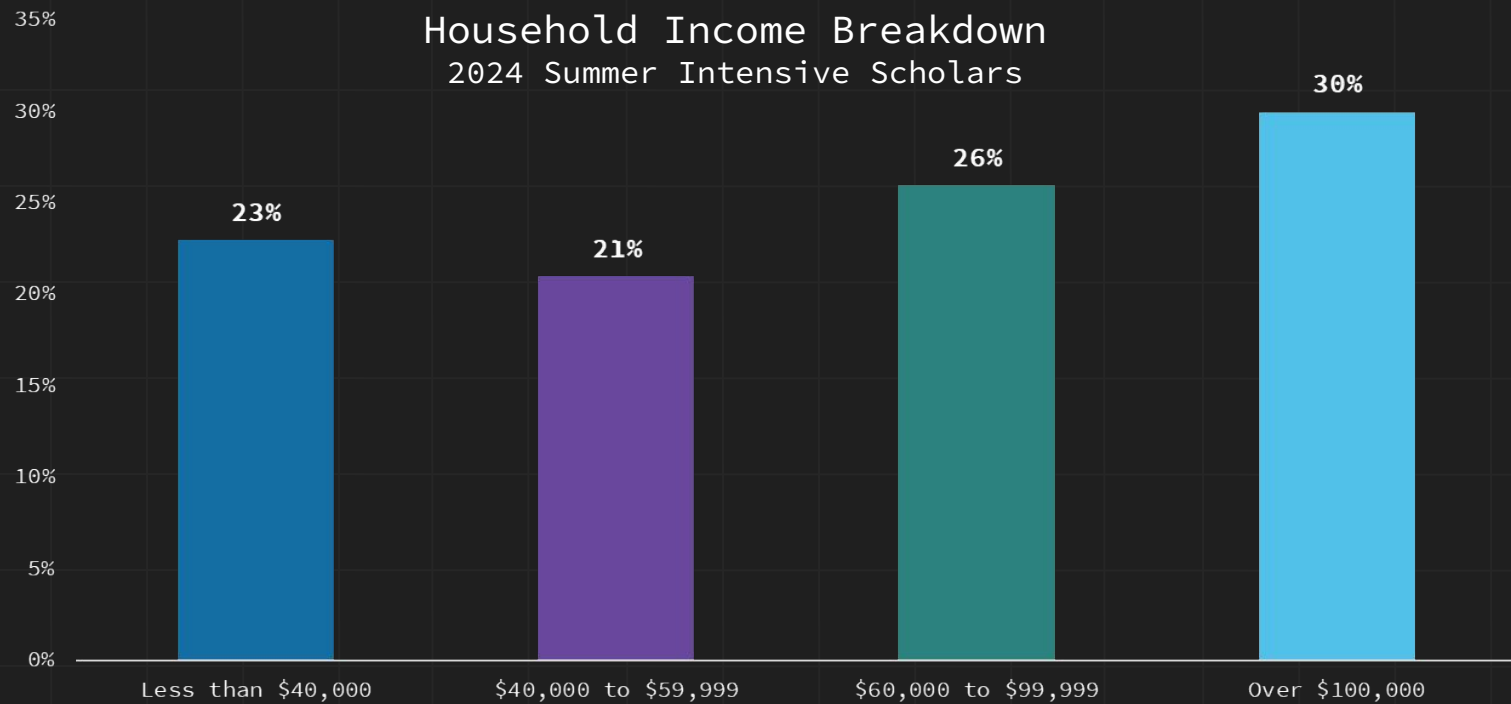
Our 2024 student demographics represent a diverse, future face of tech – with Scholars (graduates) representing high schools across 19 states.

State	Total Scholars	Avg Household Income	Avg Household Size	Largest Ethnic Group
California	11	\$67,801	5	Hispanic or Latino (46%)
Connecticut	1	\$60,000	6	Black or African American (100%)
Delaware	1	\$25,000	4	Black or African American (100%)
District of Columbia	1	\$40,000	2	Black or African American (100%)
Florida	1	\$50,000	4	Black or African American (100%)
Georgia	3	\$82,667	5	Black or African American (67%)
Illinois	5	\$137,732	4	Asian (40%)
Maryland	3	\$180,000	6	Black or African American (100%)
New Jersey	29	\$107,655	4	Black or African American (52%)
New York	128	\$76,718	4	Asian (42%)
North Carolina	2	\$145,000	3	Black or African American (50%)
Ohio	4	\$102,500	4	Black or African American (75%)
Oregon	1	\$240,000	4	Hispanic or Latino (100%)
Pennsylvania	3	\$65,392	5	Black or African American (100%)
South Carolina	1	\$79,000	3	Black or African American (100%)
Tennessee	1	\$120,000	2	Black or African American (100%)
Texas	18	\$112,028	4	Asian (50%)
Virginia	5	\$86,000	4	Black or African American (100%)
Washington	2	\$283,045	4	Black or African American (100%)

## Race/Ethnicity Breakdown 2024 Summer Intensive Scholars

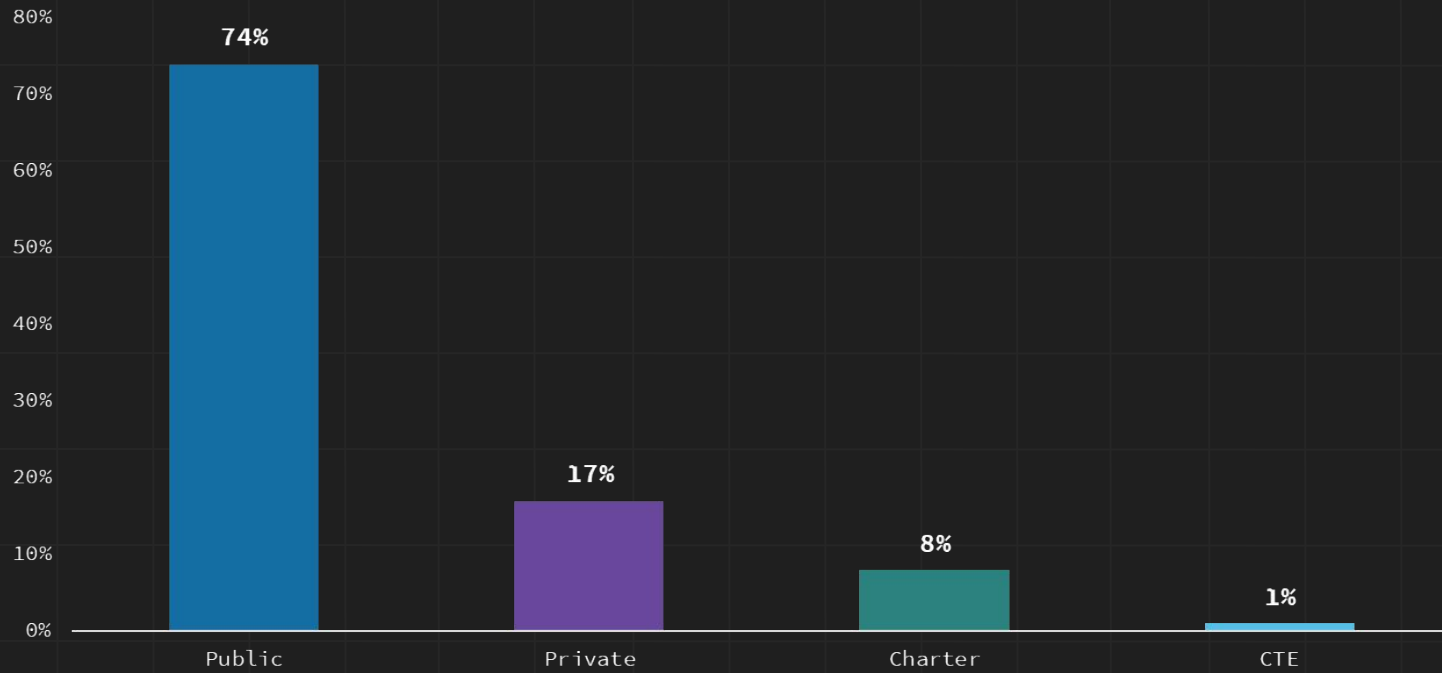


## Household Income Breakdown 2024 Summer Intensive Scholars



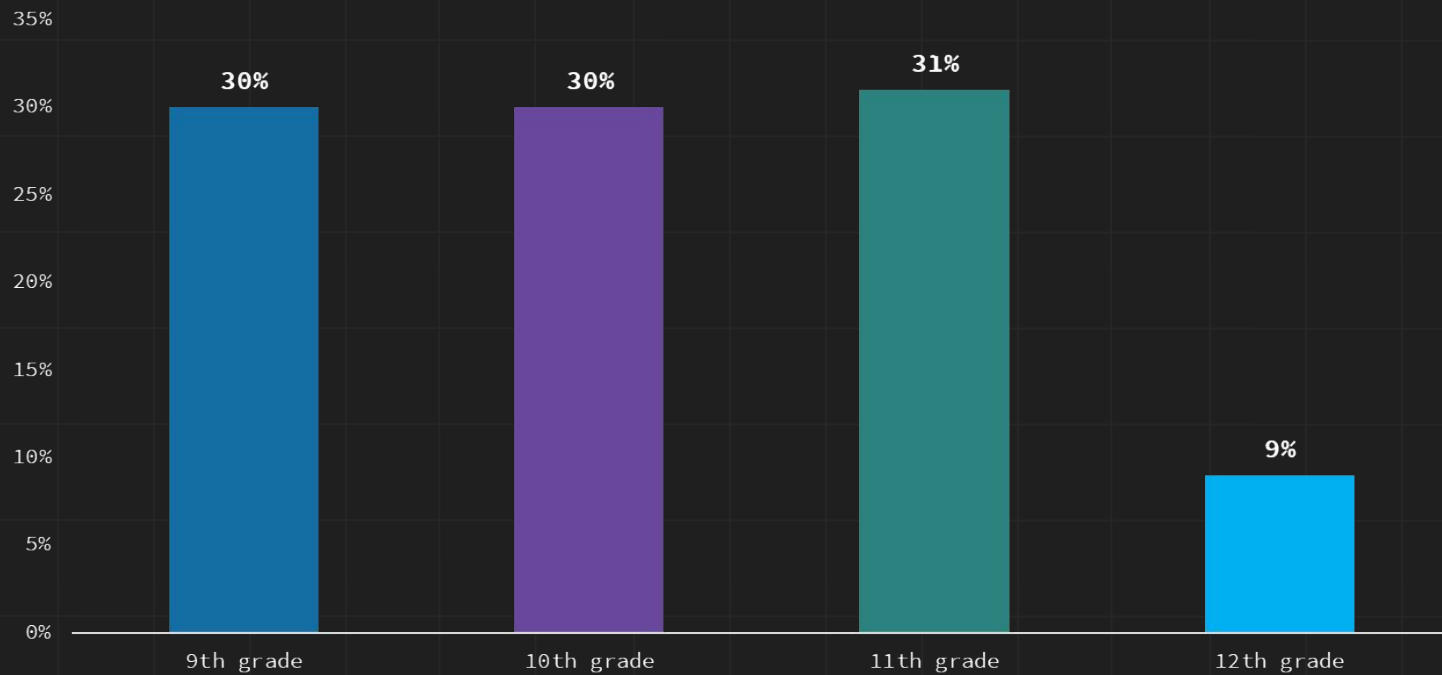
## School Type Breakdown

### 2024 Summer Intensive Scholars



## Grade Level Breakdown

### 2024 Summer Intensive Scholars



# Key Achievements and Impact

**73%**

of students report an improved perception of the usefulness of computer science

**76%**

of students feel more confident in their communication and collaboration skills

**87%**

of students feel more confident in HTML/CSS

**88%**

of students feel better prepared to use AI/ChatGPT for learning

**97%**

of students say the SI met or exceeded their expectations

**100%**

of students would recommend the SI to others in their community

The 2024 Summer Intensive kicked off with our Professional Development Bootcamp on June 26, 2024. This comprehensive 20-hour training prepared 13 instructors to deliver our curriculum over the six-week program. On July 8, 2024, 269 eager students powered up their laptops for Day One of our transformative Summer Intensive, and by the end of the program, 220 joined the ranks of our Scholar network, ready to continue their tech journey!

During our 2024 SI, we launched our second AI Inquiry Day, designed to teach students about AI systems and their complex algorithms, while emphasizing the limitations of real-world applications. The revamped curriculum, that took several AI updates into account, was extremely well received by students; 87% of students felt they gained a stronger understanding about how AI/ChatGPT work, 88% of students felt better prepared to use AI/ChatGPT for learning, 87% of students felt they've become more familiar with the abilities and limitations of AI/ChatGPT.

Our 2024 Summer Intensive core components set All Star Code apart from other learn-to-code programs. These include unique partner programming, a 4:25 instructor-to-student ratio, specialized Core Skill programming, and free Wi-Fi and laptops provided on a needs basis. Our students were organized across 10 cohorts of approximately 25 high school students on Zoom. Classes were held for three or six weeks, five days a week, with three hours of coding instruction in the morning and core skills lessons in the afternoon (reversed for alternating cohorts). Eight of our cohorts followed our new three-week spring model, while two cohorts were assigned to our traditional six-week intensive.

A total of 175 students were also given the opportunity to attend several in-person site visits to Medidata, JPMorgan Chase, ServiceNow, and Sony. During these visits, students engage with industry leaders and mentors, attend expert panels, and participate in Q&A sessions, all while exploring the unique job opportunities and career pathways each company offers. These visits are vital in helping students envision their futures in tech. Equally important, the host employees gain the chance to connect with the next generation of tech talent, sharing their passion and purpose in ways that often boost team engagement and morale, creating a meaningful experience for everyone involved.



# Partnerships

Over the last 11 years, our Summer Intensive has garnered the support of over 200 corporate partners. Our 2024 Summer Intensive was **powered by** the generosity of:

- ❑ Nike
- ❑ Social Change Fund
- ❑ JPMorgan Chase
- ❑ Google Play
- ❑ MJS Foundation
- ❑ NBA
- ❑ Medidata
- ❑ ServiceNow
- ❑ CDW
- ❑ Anything IT
- ❑ Brigade Capital
- ❑ Cleveland H. Dodge Foundation
- ❑ Hispanic Federation
- ❑ Integra Foundation
- ❑ Panasonic Foundation
- ❑ PDT Partners
- ❑ S&P Global
- ❑ T-Mobile
- ❑ The Marc Haas Foundation
- ❑ Varonis

JPMorganChase

medidata

CLEVELAND H. DODGE  
FOUNDATION



PDT PARTNERS

T Mobile™

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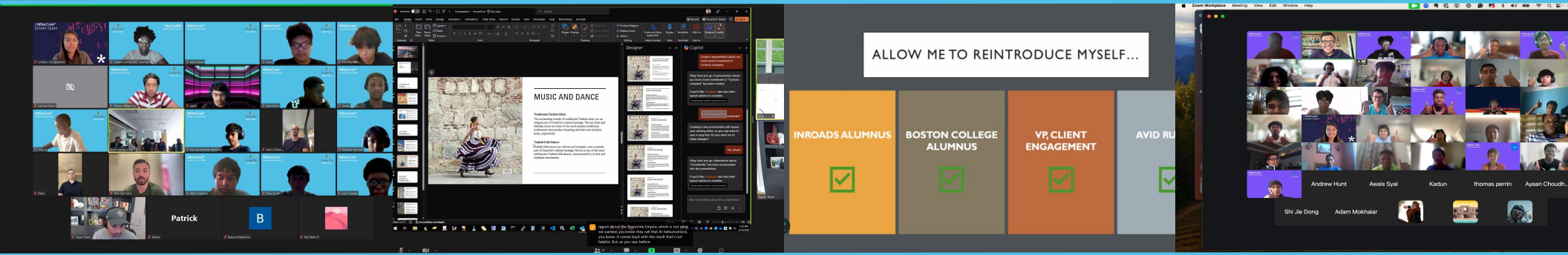


Panasonic Foundation



# Volunteer Program

During the All Star Code Summer Intensive, students engaged in a variety of volunteer-led sessions, including guest speakers, partner programming, plenary sessions, and fireside chats. These sessions were integral to the program, offering students opportunities to develop essential life skills, career preparation, and a broader understanding of the world beyond coding.



## Guest Speaking

Guest speakers, such as Rudy Tossel, Senior Software Engineer at Home Depot, and Edward Ford, Vice President of Client Engagement at Medidata Solutions, brought valuable industry perspectives that resonated deeply with students. These sessions highlighted the importance of embracing failure as a key to success. A student reflected, “Edward Ford inspired me to be more articulate and charismatic in professional settings, showing how failures are key to success.” Another noted, “Hearing real stories of perseverance taught me to keep pushing forward even when facing setbacks.” The students appreciated the speakers’ authenticity, noting how these experiences aligned with All Star Code’s pillars of storytelling, daring greatly, and celebrating failure.

## Partner Programming

Partner programming sessions featured experts like William Hongach, Security Analyst Team Lead at Varonis, who discussed cybersecurity, and Lincoln Thompson from All Star Code, who led an engaging session on AI and chatbot programming. These interactive sessions allowed students to delve into specific technical fields while gaining essential skills. Volunteers from sectors including cybersecurity, fintech, media, and civic engagement brought their personal stories, aligning with All Star Code’s pillars: 'Tell Your Story,' 'Dare Greatly,' and 'Celebrate Failure.' These narratives inspired students to envision their potential in tech and emphasized resilience and networking. Students consistently praised the sessions, noting that they provided insights beyond technical skills, instilling a growth mindset and motivation to overcome challenges. This volunteer-led component was vital to the Summer Intensive, equipping students with life skills for future careers and civic involvement.

## Fireside Chats

Fireside chats provided a unique platform for open and honest conversations on challenging topics. Earl Carty, Sr. Director of Software Engineering and Executive Director at JP Morgan Chase, and An Yu, Executive Director of Tech Risk & Controls at JP Morgan Chase, shared insights on career advancement and experiences in fintech. Sunny Ng, Senior Software Engineer at Sony Music, addressed navigating imposter syndrome. These discussions allowed students to ask direct questions and learn from the real-life challenges and triumphs of seasoned professionals. One student remarked, “I love the fireside chats as they are a great way to start networking and gain insight from people who have gone through it.” Another highlighted, “My favorite part was getting to ask them questions about their own experiences and advice for joining the workforce.”

## Plenaries

Plenary sessions, such as those led by Andrea Miller, Executive Director and Founder of the Center for Common Ground, and Manny Rin, New Voters Project Director at Student PIRGs, focused on civic engagement. These sessions emphasized the importance of active participation in society, linking professional success with civic responsibility. Students gained insights into how their future careers could make a positive impact on their communities. Additional plenary sessions included topics such as Growth Mindset with ASC’s Danny Rojas and college access with Cohort founder, Kian Simpson.



# Demo Day and Capstone Presentations



After five years, we proudly hosted our first in-person Demo Day event for our two six-week cohorts. Generously sponsored and hosted by our partners at ServiceNow, the event featured insightful panel discussions, remarks from instructors and staff, and 12 outstanding student presentations. Additionally, our three-week cohorts had the opportunity to showcase their capstone projects in a virtual format.

# The Journey: A Culturally Responsive Tech Talent Pipeline

All Star Code's mission to prepare the next generation of diverse tech leaders is driven by our innovative, culturally responsive tech talent pipeline and our commitment to a digitally-driven future. We're embracing emerging technologies, refining our hybrid strategies through virtual and in-person learning, enhancing our workforce readiness services, and supporting older Scholars on their career journeys. We're also expanding national awareness of All Star Code through high-profile conferences, strategic campaigns, and by sharing our unique, culturally competent pedagogy with educators across the country, empowering them to bring our inclusive approach to their classrooms and communities. This strategy will enable us to serve 5,000 new learners by 2028.

The 2024 Summer Intensive built on our national reputation as a leader in tech education, and our approach in 2025 and beyond addresses key challenges in the tech pipeline. We'll expand cutting-edge curriculum that incorporates responsible AI, web3, and real-world applications in emerging tech. Our nationwide model, focused on accessibility and flexibility, will enable Scholars to gain crucial digital skills regardless of location; they'll participate in more in-person experiences like site visits, fireside chats with tech executives, and Demo Day to instill ownership and sense of belonging in the tech space. Deepening our commitment to an equity lens, our hybrid model ensures students from underrepresented backgrounds have the tools to thrive both in-person and virtually. It will also allow us to expand into new markets and increase engagement through meaningful social, professional, and tech exposure events.



Our Tech Pathways and career readiness programs will equip more Scholars with the technical expertise and professional acumen needed to secure opportunities in tech and gain economic mobility. From technical test prep and interview coaching to industry referral partnerships with leading tech firms, we prepare Scholars for internships, apprenticeships, and full-time roles. Expanded initiatives like the Tech Entrepreneurship Incubator (TEI) and the brand new Tech Accelerator focus on developing entrepreneurial skills, ensuring that our graduates are not just job market-ready, but poised to become tech innovators and leaders.

This work is not only building a national All Star Code Brotherhood and driving economic growth in underserved communities, **but changing the narrative about young men of color and excellence.** By equipping our Scholars with cutting-edge skills, career readiness, and entrepreneurial opportunities, we are breaking barriers, fostering generational wealth, and creating pathways for long-term success in the tech industry.

# AllStarCode\*

This  
wouldn't  
be  
possible  
without  
your  
support

All Star Code's work diversifying the tech industry, fostering a new generation of diverse entrepreneurs, and closing the wealth gap, is only possible with committed and thoughtful partners, supporters, and donors. **Your support is vital and has become increasingly important**, as it allows us to continue providing relevant, powerful programs that offer young men of color an entry point into tech through their first career experience. We are so thankful for your continued investment and partnership.