

2024 Summer Intensive Impact Report

The Problem – A Critical Divide in Tech

Technology shapes every aspect of modern life, driving growth in the U.S. economy at unprecedented rates. The tech sector offers higher wages, better benefits, and greater resilience to economic downturns than any other field. Yet, access to these opportunities remains deeply inequitable.

A staggering racial divide persists in tech: Black and Latino workers represent just 5-8% of the tech workforce, 5% of leadership roles, and a mere 1% of tech entrepreneurs. These disparities stem from systemic barriers young men from underrepresented communities face long before entering the job market, from underfunded schools to limited access to mentors and career pathways.

According to the Pew Research Center, 21% of U.S. adults still lack broadband internet access, a critical resource for learning and professional development. This gap is even more pronounced among households earning under \$30,000, where 13% lack access to basic devices like laptops or smartphones. Marginalized communities—often those with lower levels of education and income—are disproportionately affected, widening the gap in digital literacy and access to economic mobility.

Access to computer science education remains a critical challenge in the U.S. **Only 57.5% of high schools offer even one foundational CS course, leaving millions of students without exposure to skills essential for today's economy.** These gaps are particularly pronounced in underfunded schools, which disproportionately serve Black, Latino, and low-income communities.

While Black and Latino students' enrollment in CS courses (15% and 21%, respectively) mirrors their representation in the broader population, these figures mask deeper disparities in educational resources and opportunities. Students in underfunded schools often lack access to qualified instructors, up-to-date technology, and advanced courses like AP Computer Science, where participation rates skew heavily male (69%). These barriers limit their ability to compete in higher education and the workforce, perpetuating systemic inequities in the tech pipeline.

With many initiatives rightly focused on empowering young women in STEM, few programs prioritize the young men we serve. Without intentional investment, these communities remain locked out of the tech economy, missing critical opportunities for generational wealth and representation in one of the nation's most influential industries.

Our Solution – The Launching Digital Futures Pipeline

Since 2013, All Star Code has opened pathways to economic opportunity for young men from underrepresented communities by fostering an entrepreneurial mindset and providing cutting-edge tech education. Our programs span the critical years from high school to career, ensuring students are equipped not only with technical expertise but also with the leadership and career skills to navigate and shape the innovation economy.

The Summer Intensive: The Summer Intensive offers a rigorous six-week program in web development and leadership, designed to prepare high-school-aged young men from underrepresented communities for the challenges and opportunities in tech. Students are selected for their curiosity and creativity, not just academic performance, and engage in 90 hours of project-based instruction alongside 20 hours of leadership training.

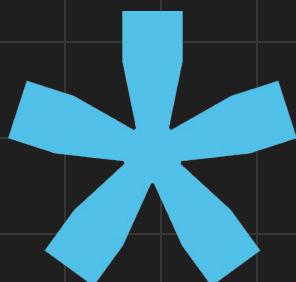
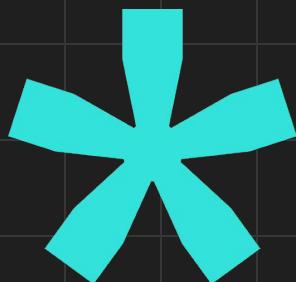
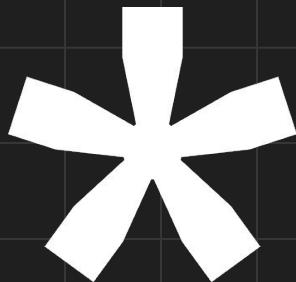
Led by a team of seasoned educators, including alumni of the program, students gain hands-on experience with industry-standard tools like GitHub and Visual Studio Code. They master three programming languages—JavaScript, HTML, and CSS—and participate in workshops and mentorship sessions with professionals from leading tech companies.

Breaking Barriers to Entry: We eliminate barriers to entry by providing laptops and mobile hotspots on a needs basis, ensuring every student can fully participate. Tailored support is available for neurodiverse students and those with disabilities, reflecting our commitment to inclusivity. These efforts ensure all students, regardless of background, leave the program with the skills and confidence to excel in tech.

2024 Enhancements: In 2024, we introduced the 3-Week Sprint program, a condensed version of the Summer Intensive designed to meet the needs of students with limited availability due to school calendars or family responsibilities. This innovative model served 176 students and provided the same comprehensive CS training and leadership development in a flexible format. The Sprint provided a condensed but comprehensive exploration of CS principles, supplemented by soft skill sessions with BIPOC tech professionals.

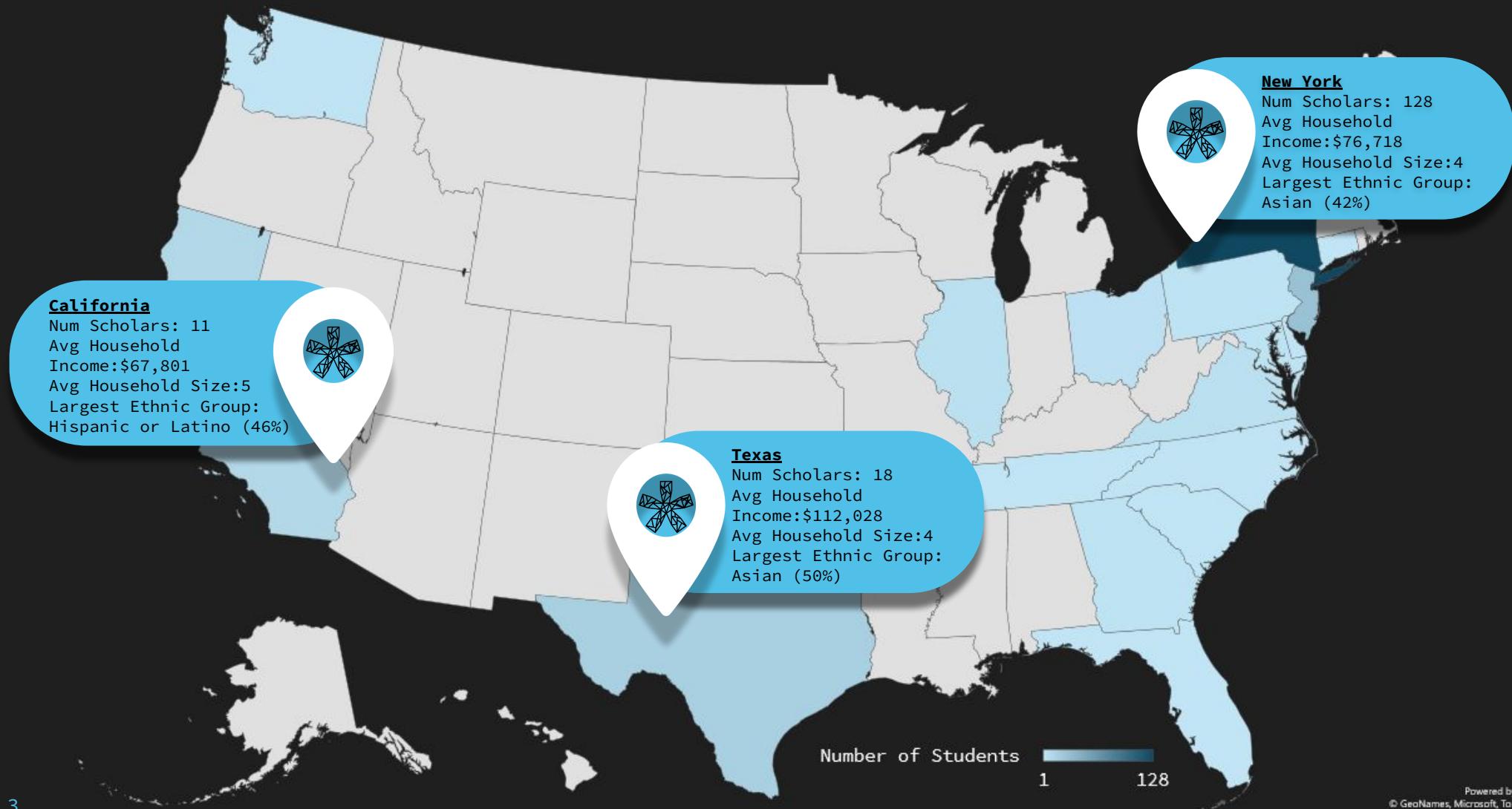
We also deepened our engagement with industry partners, hosting in-person site visits at companies like Sony and JPMorgan Chase. With the support of ServiceNow, we hosted our first in-person Demo Day since 2019 and showcased the exceptional work of our students and strengthened connections between Scholars and tech leaders.

The summer of 2024 class witnessed 220 students complete our Summer Intensive, joining a national network of emerging tech talent. These young men from underrepresented communities represent the next generation of innovators, equipped with the skills, confidence, and connections to thrive in one of the nation's most dynamic industries.

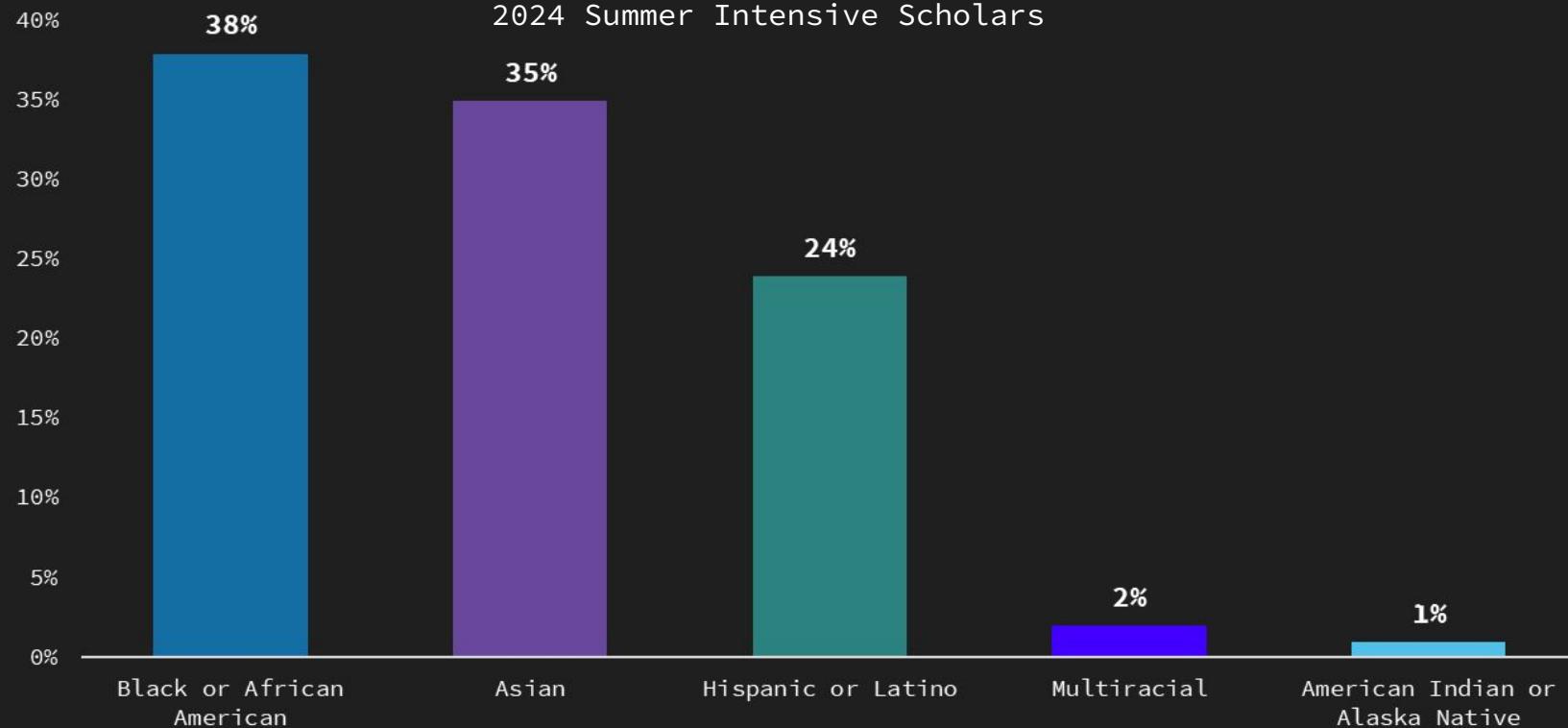


Our Scholars: A Diverse Future in Tech

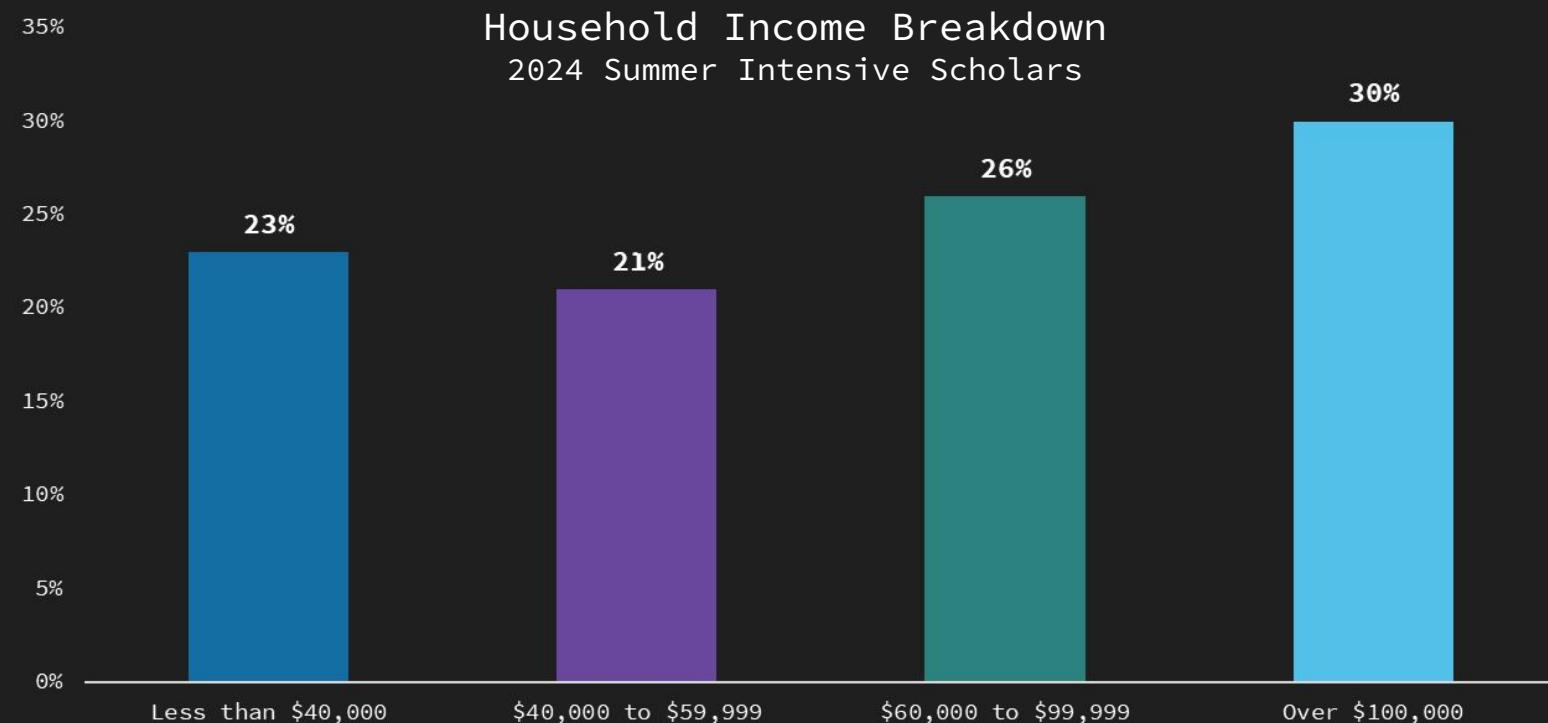
In 2024, our Scholars represented high schools across 19 states, showcasing a future face of technology that is both diverse and ambitious. The graphic below offers a glimpse into our students' backgrounds, including household income, family size, and race/ethnicity, for just three of those 19 states. These young men from underrepresented communities bring unique perspectives, experiences, and potential to the tech industry.



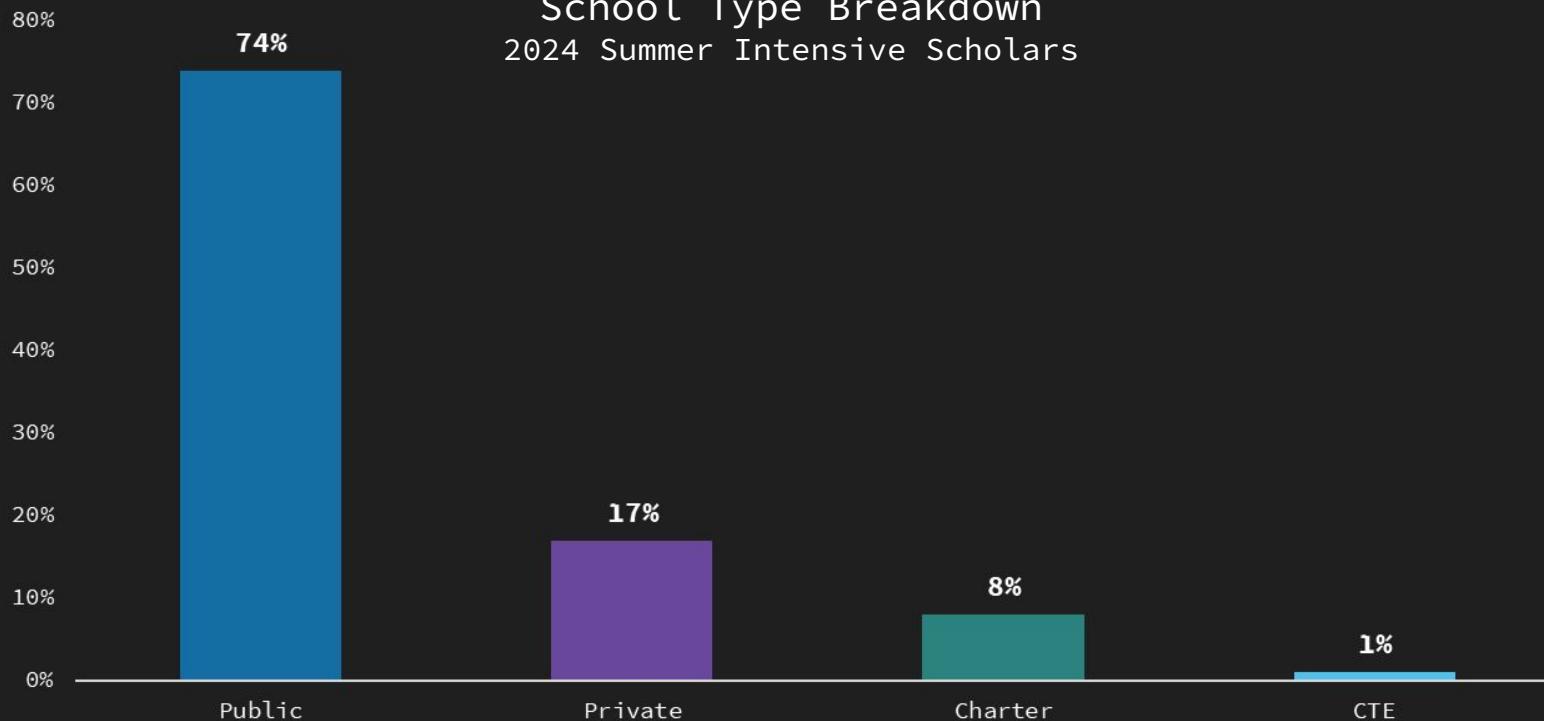
Race/Ethnicity Breakdown 2024 Summer Intensive Scholars



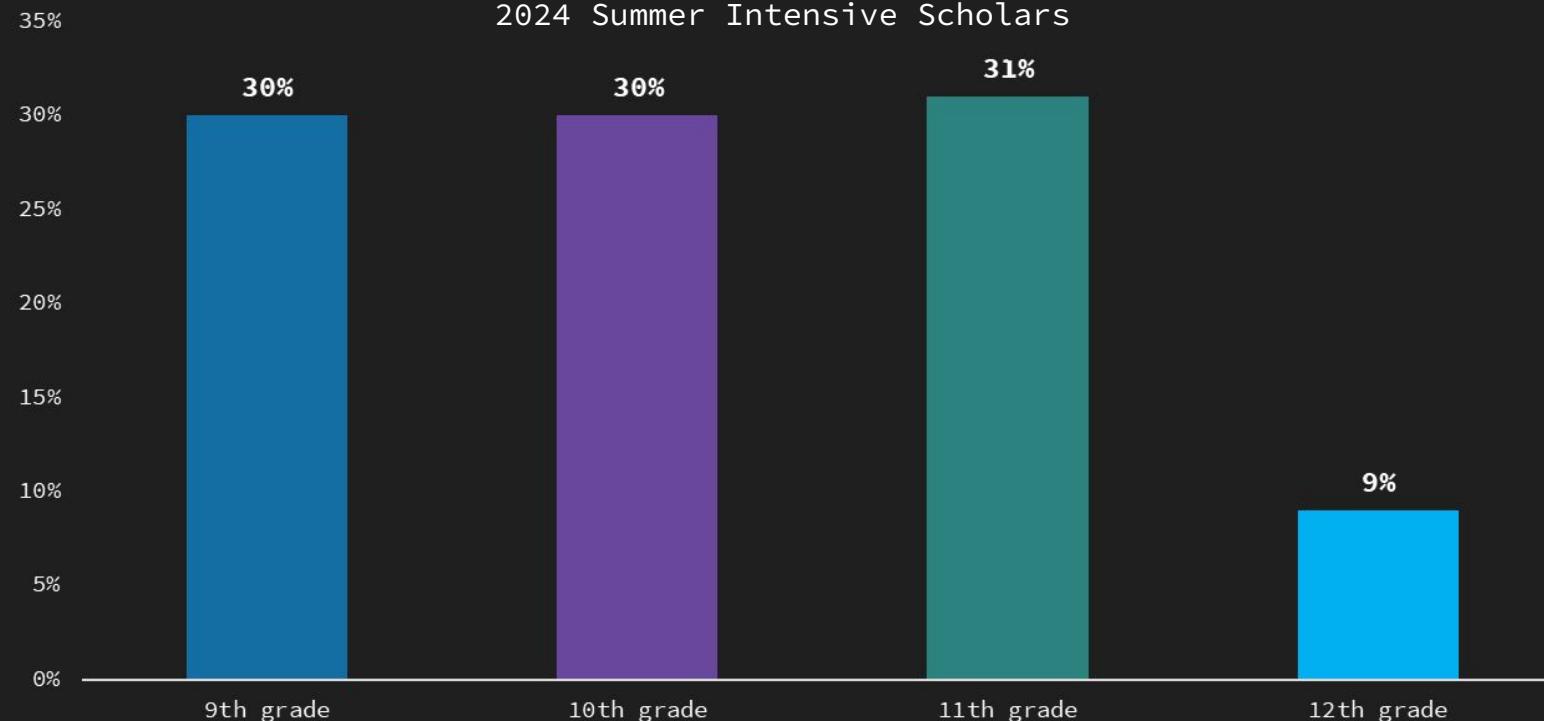
Household Income Breakdown 2024 Summer Intensive Scholars



School Type Breakdown 2024 Summer Intensive Scholars



Grade Level Breakdown 2024 Summer Intensive Scholars



Key Achievements and Impact

100%

of students would recommend the SI to others in their community

97%

of students say the SI met or exceeded their expectations

88%

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

87%

of students feel more confident in HTML/CSS

76%

of students feel more confident in their communication and collaboration skills

73%

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

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!

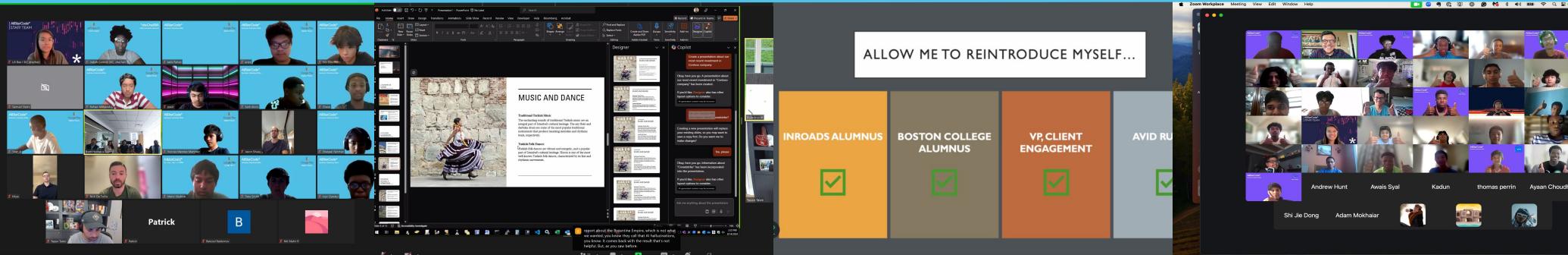
Our Summer Intensive stands out with a 4:25 instructor-to-student ratio and specialized Core Skill programming, which provides tailored attention and comprehensive training. To remove participation barriers, we provided free Wi-Fi and laptops on a needs basis, enabling students from diverse socioeconomic backgrounds to fully engage with the program. **This past summer also saw another milestone reached as we launched our first Los Angeles-based cohort, and continued our engagement in the Upper Midwest and Texas.**

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.

175 students attended in-person site visits to Medidata, JPMorgan Chase, ServiceNow, and Sony. Students engaged with industry leaders and mentors, attended expert panels, and participated in Q&A sessions, all while exploring unique job opportunities and career pathways.. While vital to helping students envision their futures in tech, the host employees connected with the next generation of tech talent, sharing their passion and purpose in ways that often boost team engagement and morale.

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 like Rudy Tossel, Senior Software Engineer at Home Depot, and Edward Ford, Vice President of Client Engagement at Medidata Solutions, brought valuable industry insights, particularly around resilience and learning from setbacks. A student reflected, "Edward Ford inspired me to be more articulate and charismatic in professional settings, showing how failures are key to success." These stories of perseverance deeply resonated, reinforcing the value of storytelling, daring greatly, and celebrating failure.

Partner Programming

Partner programming sessions brought industry experts directly to our students, offering hands-on experiences and career insights. Volunteers from sectors including cybersecurity, fintech, media, and civic engagement shared their expertise, aligned with All Star Code's core values: "Tell Your Story," "Dare Greatly," and "Celebrate Failure." These sessions empowered students with both technical skills and essential life lessons in resilience, collaboration, and adaptability. As one student noted, "These sessions taught me the mindset needed to succeed in tech, no matter the challenges."

Fireside Chats

Fireside chats provided a platform for candid discussions on navigating the tech industry. Industry leaders like Sunny Ng, Senior Software Engineer at Sony Music, shared real-life experiences on career advancement, overcoming imposter syndrome, and the complexities of fintech. Students appreciated the opportunity to ask direct questions and gain advice from seasoned professionals, with one student remarking, "My favorite part was getting to ask them questions about their own experiences and advice for joining the workforce."

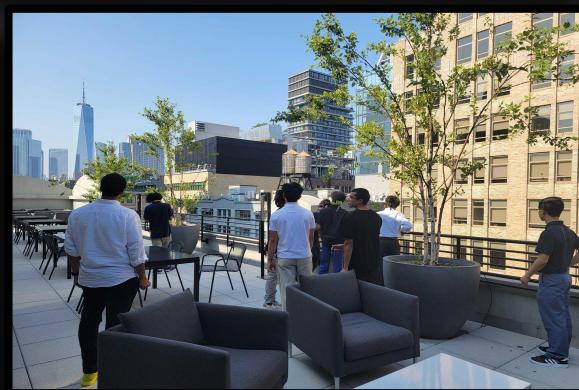
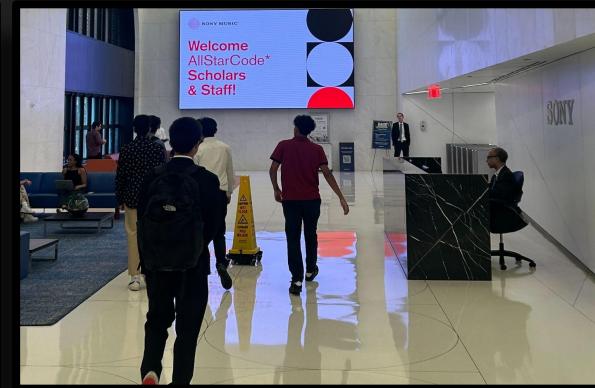
Plenaries

Plenary sessions with civic leaders, such as Andrea Miller, Executive Director of the Center for Common Ground, and Manny Rin, New Voters Project Director at Student PIRGs, focused on civic engagement. These sessions underscored the importance of active societal participation, linking career success with a commitment to community impact. Students also explored topics like Growth Mindset with All Star Code's Executive Director Danny Rojas and college access with Cohort founder Kian Simpson, gaining practical strategies for their educational and professional journeys.

Our Thanks to Key Partners

We extend our gratitude to our partners for their invaluable support:

- ❑ AnythingIT
- ❑ Brigade Capital
- ❑ CDW
- ❑ Cleveland Dodge Foundation
- ❑ Council of City of New York
- ❑ Google Play(c)
- ❑ Hispanic Federation
- ❑ Integra Foundation
- ❑ JP Morgan Chase
- ❑ Marc Haas Foundation
- ❑ Medidata
- ❑ Mizuho
- ❑ MJS Foundation
- ❑ NBA Foundation
- ❑ Nike
- ❑ Panasonic
- ❑ PDT Partners
- ❑ S&P Global Foundation
- ❑ ServiceNow
- ❑ Social Change Fund United
- ❑ Sony
- ❑ Spectrum
- ❑ T-Mobile
- ❑ Varonis



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I didn't expect this program to be this helpful for me from Day 1. Currently, I think this program is so helpful and useful for high schoolers because not only do you guys teach us about coding, you also give us a taste of the real world (e.g. networking and the site visits). - Eric, 2024 Scholar

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Demo Day and Capstone Projects



This year marked our **first in-person Demo Day event in five years**, exclusively celebrating the achievements of our two six-week cohorts. Generously hosted and sponsored by ServiceNow, the event featured engaging panel discussions, insights from instructors and staff, and 12 exceptional student presentations. This showcase allowed students to demonstrate their newly acquired skills and creativity, presenting their work to a live audience of mentors, peers, and industry professionals and highlighting the depth of their learning and innovation.

Our three-week cohorts held a separate Capstone Presentation event, graciously hosted by JP Morgan Chase. This virtual showcase gave students the opportunity to present their culminating projects to a supportive audience, demonstrating their technical skills and creativity. In preparation for the event, **students used artificial intelligence tools to refine and practice their presentations, enhancing their public speaking skills and confidence.** Integration of AI allowed them to polish their delivery, receive constructive feedback, and present with clarity and poise. This Capstone event highlighted the achievements and growth of our three-week cohorts, offering a unique platform for them to share their work and celebrate their accomplishments with peers, mentors, and industry partners.

The image shows a laptop screen with a presentation slide titled "2024 Demo Day!". The slide features a header "A few of our 2024 projects:" followed by three project cards:

- EnviroGen**: A black square icon with a white ECG-like waveform, labeled "ENVIROGEN". Below it, text describes Lumina, created by EnviroGen, as a personal digital health assistant powered by advanced APIs, providing instant access to comprehensive medical information.
- PrepPal Inc.**: A blue square icon with a white open book, labeled "PrepPal Inc.". Below it, text describes the company's mission to break down barriers to quality SAT preparation, offering a free, easy-to-use platform for students from all backgrounds.
- Cheat Sheet**: An orange speech bubble icon containing the text "2 \sqrt{X}^2 ", labeled "Cheat Sheet". Below it, text describes the platform as a collaborative forum where students can connect, learn, and grow together, empowering them to share knowledge and succeed as a community.

Launching Digital Futures (LDF): 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. Our goals are to build a national All Star Code Brotherhood, drive economic growth in underserved communities, foster generational wealth, and create systemic change in the rapidly evolving tech industry, while redefining the narrative around young men from underrepresented communities and excellence.

Our commitment to preparing the next generation of diverse tech leaders is driven by our innovative, culturally responsive talent pipeline, Launching Digital Futures (LDF), and a focus on a digitally-driven future. We are continually adapting to emerging technologies, refining hybrid learning strategies, enhancing workforce readiness programs, and supporting our Scholars as they progress through their careers. By expanding national awareness through high-profile conferences, strategic campaigns, and partnerships with educators across the country, we empower communities to adopt an inclusive approach to tech education. This strategy will help us reach 5,000 new learners by 2028.



Goal 1: Build a national All Star Code Brotherhood and drive economic growth in underserved communities



Goal 2: Change the narrative about young men of color and excellence



Goal 3: Foster generational wealth



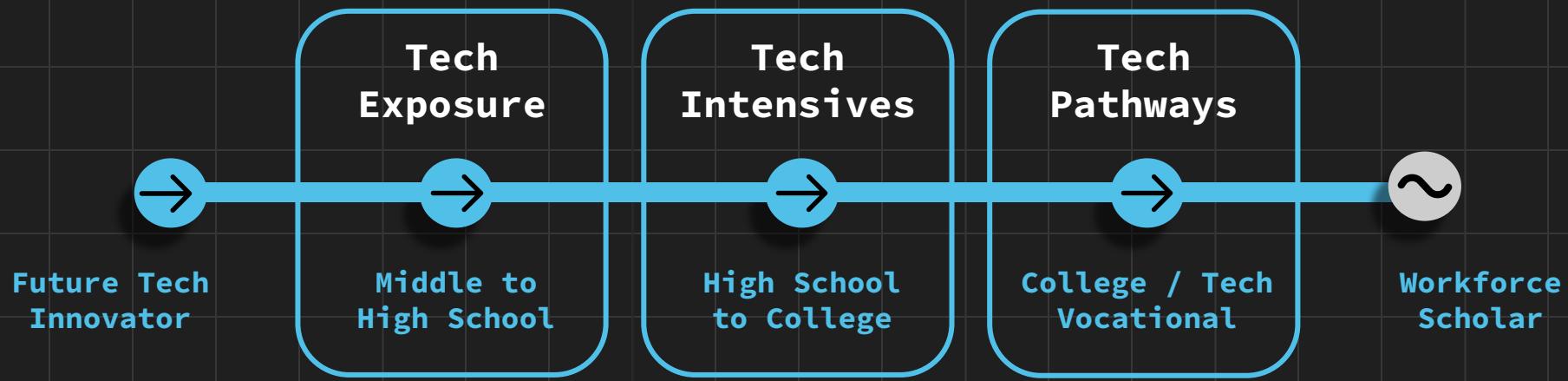
Goal 4: Create systemic change in the dynamic and rapidly evolving tech industry

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"In the beginning, I thought I would just learn more about programming and that's it. Now I realize there was so much more than just learning a lot about programming. I loved the networking and opportunities this program provided me, and I'm really glad I decided to attend this!" - Aaron, 2024 Scholar

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In 2025 and beyond, we will address key pipeline challenges by expanding our curriculum to include responsible AI, web3, and real-world applications in emerging tech. Our flexible, nationwide model prioritizes accessibility, ensuring that Scholars can gain essential digital skills regardless of their location. Through in-person experiences like site visits, fireside chats with tech executives, and Demo Days, we foster a sense of ownership and belonging in the tech space. Our hybrid approach deepens our commitment to equity, providing students from underrepresented backgrounds with the tools to succeed in both virtual and in-person environments, while enabling expansion into new markets.



Our Tech Pathways and Career Readiness programs equip Scholars with technical expertise and the professional skills necessary to secure meaningful roles in tech. From test preparation and interview coaching to partnerships with top tech firms, we prepare our Scholars for internships, apprenticeships, and full-time roles. Initiatives like the Tech Entrepreneurship Incubator (TEI) and the newly launched Tech Accelerator cultivate entrepreneurial skills, ensuring that our graduates are prepared not just for the job market, but to become innovators and leaders in the industry.

This work is building a national All Star Code community and driving economic growth in underserved areas. By equipping young men from underrepresented communities with advanced skills, career readiness, and entrepreneurial opportunities, we are breaking barriers, fostering generational wealth, and creating pathways for sustainable success in the tech industry.



This
impact
is
made
possible
by
your
support

Our work to diversify the tech industry, foster a new generation of diverse entrepreneurs, and close the wealth gap depends on the commitment of our partners, supporters, and donors. Your support is vital and ever more crucial as we expand our programs to provide young men from underrepresented communities with their first career experiences in tech. We are deeply grateful for your continued investment and partnership, which empowers us to create impactful, relevant opportunities that pave the way for a more inclusive tech future.

Join Us in Shaping Tomorrow's Tech Leaders

Help us continue this transformative work by making a donation today. Every contribution brings us closer to our goal of empowering 5,000 new learners by 2028.

All Star Code's work is only possible with committed and thoughtful partners, supporters, and donors. Your support is more important than ever . We are so thankful for your continued investment and partnership.

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