

# 2025 Summer Intensive

## Impact Report

### The Urgency: A Tech Future at Risk

Technology powers today's economy, but its benefits remain unevenly shared. According to the U.S. Equal Employment Opportunity Commission, Black workers made up just **7.4% of the high-tech workforce** in 2022, even though they account for about **11.6% of the total U.S. labor force**. Latino workers held **9.9% of high-tech roles, compared with 18.7%** of the broader workforce.

Access gaps deepen the divide. The National Telecommunications and Information Administration reports that in 2023, **12% of Americans lived in households without any internet connection**. For families earning under \$25,000 annually, access drops even further—only 54% had both fixed and mobile internet connections. Education pipelines tell a similar story. The State of Computer Science Education report by Code.org finds that 60% of U.S. public high schools offer foundational computer science courses, and only **6.4% of high school students are enrolled** in them.

For many young people, the fight for access began long before AI. Now, as automation reshapes entry-level tech work, that fight is changing shape. Artificial intelligence is automating many of the very roles that once served as launch pads for new talent. The jobs that remain increasingly demand human skills—judgment, adaptability, communication, and continuous learning—because those are the capabilities machines cannot replicate. Learning to learn matters more than any single programming language.

Young people from communities with constrained tech access need **structured pathways** into careers where people-centered skills set them apart from automated systems. The gap between current representation and population share is not a skills deficit—it's **untapped talent** that employers need and families depend on for generational wealth.

The future of tech will not build itself. Without intentional investment in young people from underrepresented communities, we risk a digital economy designed by too few -- for too few. All Star Code (ASC) was created to change that trajectory—training the next generation of builders who will shape a more equitable digital economy.

# All Star Code's Answer

Where opportunity gaps widen, ASC builds bridges—equipping students with the technical and human skills to thrive in the age of AI. At ASC, readiness means more than writing code. It means leading, adapting, and collaborating across boundaries—skills AI can't automate. Through our **Launching Digital Futures (LDF) pipeline**, ASC prepares students for an AI-driven workforce, pairing technical instruction with collaboration, critical thinking, communication, and leadership—the durable skills that set people apart from automated systems.

A vast majority of employers plan to expand AI integration in the coming years—**McKinsey reports 92% expect to increase AI investment within three years**. ASC's emphasis on *learning through questioning* ensures Scholars can navigate a workplace defined by constant change.

The **Summer Intensive (SI)** anchors this work. Over three or six weeks, Scholars build web applications, strengthen leadership capabilities, and connect with industry professionals who model what tech careers look like. In 2025, the program served **174 Scholars across 12 states**, delivering **90+ hours of coding instruction** and **20+ hours of leadership development**, through hybrid learning in NYC and online nationwide. Scholars mastered JavaScript, HTML, CSS, and explored Python - culminating in **Demo Day**—a nationwide online event where students across time zones presented their projects to mentors, peers, and industry leaders.

The three-week sprint added site visits to **Sony and JPMorgan Chase**, plus mentorship from tech leaders. Every student received a hotspot, and **45%** received laptops, ensuring equitable access. Tailored support also reached **neurodiverse learners** and students with disabilities. Innovation extended to instruction itself with **TA Dante**, a custom GPT-based assistant launched this summer. Rather than giving answers, Dante guided Scholars with questions—helping them *learn to learn*, the most vital skill in a field evolving faster than any curriculum.

The results speak for themselves. Across every format—from hybrid classrooms to virtual cohorts—ASC's approach translated learning into measurable growth, connection, and confidence.

# From Learning to Measurable Impact



100%

of students would recommend the SI to their peers



98%

of students say the SI met or exceeded their expectations



82%

of students report a stronger appreciation for computer science



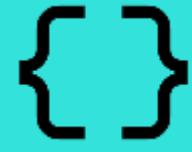
73%

of students feel a greater sense of belonging to the tech space



85%

of students feel more confident in HTML/CSS



81%

of students feel more confident in basic JavaScript

In 2025, **174 Scholars across 12 states** completed the Summer Intensive, mastering web development and leadership while joining ASC's growing national network. Behind every milestone was a community of educators committed to excellence—**14 instructors** completed **40 hours of training** during Professional Development Week to ensure consistent, high-quality instruction across cohorts. The summer also marked ASC's **first hybrid cohort in NYC**, hosted by Medidata Solutions. Hybrid Scholars learned side-by-side while collaborating virtually with peers nationwide—expanding access without sacrificing the hands-on, project-based learning that defines ASC.

Innovation extended to the classroom itself with **TA Dante, ASC's custom GPT-based teaching assistant**. Scholars rated its effectiveness at 3.8 out of 5, with **ratings rising to 4.1** among those who used it multiple times per week—early evidence that AI can help scale personalized learning without replacing human mentorship. Each week, **fireside chats** with industry leaders gave Scholars real-world insights into resilience, networking, and career growth. And as the program culminated, Scholars in **Texas, New York, and New Jersey** presented their projects at **JPMorgan Chase**, gaining confidence, community, and a glimpse of where their skills could take them.

Beyond the numbers, the results were clear: Scholars left the program feeling more connected, more capable, and more ready to lead.

Our Scholars are the heart of ASC's mission—diverse, ambitious, and ready to shape the future of technology. In 2025, they came from high schools across 12 states, bringing unique perspectives, experiences, and drive that promise a more equitable tech landscape.



These young men from underrepresented communities enrich the innovation economy with creativity, resilience, and determination. Each Scholar embodies a story of possibility -- and together, they represent the untapped potential that can redefine who builds, leads, and thrives in the tech workforce.



**174**

Scholars completed the 2025 SI

**12**

States Represented by 2025 Scholars

**\$29k**

Avg Per Capita Household Income

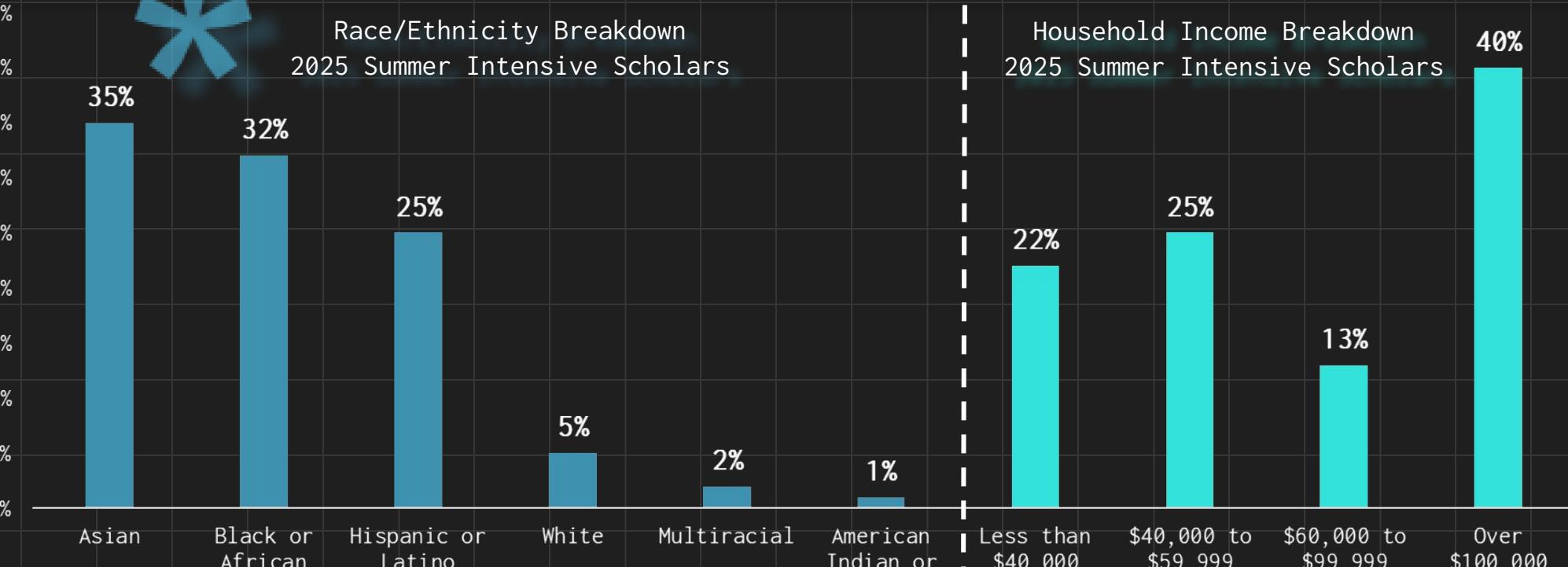
**80%**

Are First Generation Americans

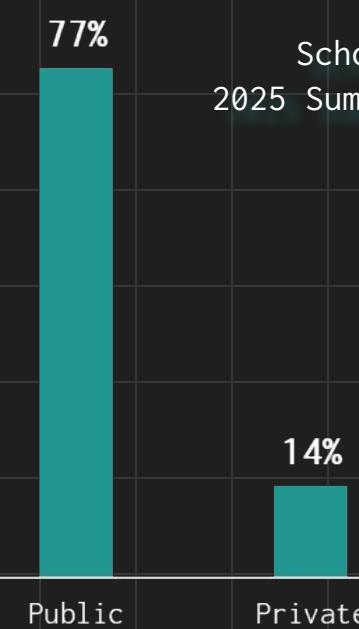
**Driving Diversity in Tech**



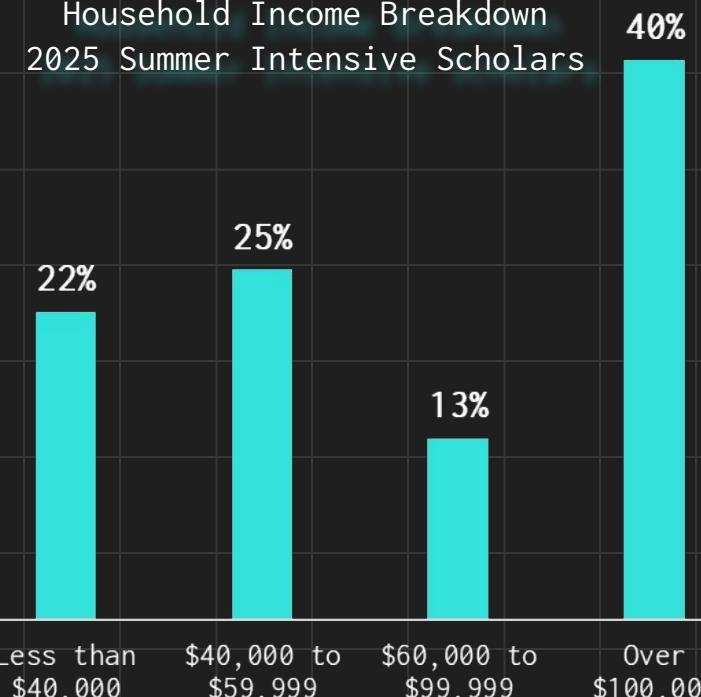
Race/Ethnicity Breakdown  
2025 Summer Intensive Scholars



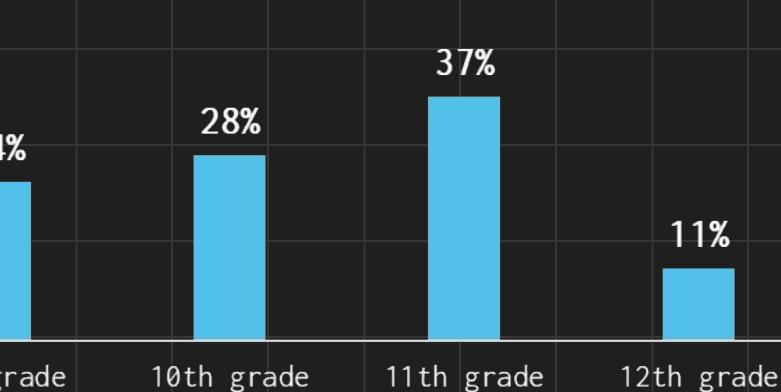
School Type Breakdown  
2025 Summer Intensive Scholars



Household Income Breakdown  
2025 Summer Intensive Scholars



Grade Level Breakdown  
2025 Summer Intensive Scholars



# Building Skills for a Disrupted Future

The future of work is shifting-fast. Automation, AI, and post-pandemic learning loss continue to redefine what readiness means. Today, success in tech demands more than technical expertise. It requires collaboration, communication, adaptability, and leadership through change. This summer, our SI delivered exactly that. **Forty volunteers—from engineers to executives—joined Scholars** to connect technical learning with real-world application. Guest speakers, partner programs, plenaries, and fireside chats emphasized not just how to code, but how to think, work, and grow in professional environments.

## Guest Speaking

Industry leaders shared how setbacks shaped their paths. These stories turned the concept of *Celebrate Failure* into lived wisdom, showing Scholars that perseverance and reflection are part of every successful journey.

## Fireside Chats

Tech professionals fielded questions students actually wanted answered. How do you deal with imposter syndrome? When do you know it's time to switch careers? What happens after a project fails? The answers were honest, sometimes uncomfortable, and more useful than any textbook.

## Plenaries



Plenaries explored how technical careers connect to civic participation, higher education access, and professional identity. Topics included: Civic Engagement & Local Community Building, College Access & Pathways, Networking & Career Navigation, Authentic Voice & Storytelling, The ASC Pillars: Celebrate Failure, Dare Greatly, Tell Your Story.

## Partner Programming

Experts from cybersecurity, fintech, media, and civic tech sectors led interactive sessions linking code to context. Scholars explored industry tools, practiced collaboration under pressure, and learned how technology can drive impact beyond the screen.

## Career Readiness

As automation reshapes what employers value, ASC prepares Scholars with the human skills that endure—communication, teamwork, self-advocacy, and financial literacy. Scholars learned to translate technical knowledge into professional confidence, ensuring they can lead in any setting.



*This program exceeded my expectations! I thought this was just a boring coding program but in reality it was so much fun working on the creative projects and talking to my peers. I also want to thank the program for providing me with so much support, especially with my tech issues. - Kelvin Y.*

We extend our deepest gratitude to our partners for their invaluable support: **a16z**  
**Cultural Leadership Fund, CDW, Cleveland H. Dodge Foundation, Tech:NYC Decoded**  
**Futures, Glenn W. Bailey Foundation, Hispanic Federation, Honda, JPMorgan Chase, Laura**  
**B. Vogler Foundation, The Marc Haas Foundation, Medidata Solutions, Social Change Fund**  
**United, Steven & Alexandra Cohen Foundation, and Webster Bank.**

# Our Thanks to Key Partners

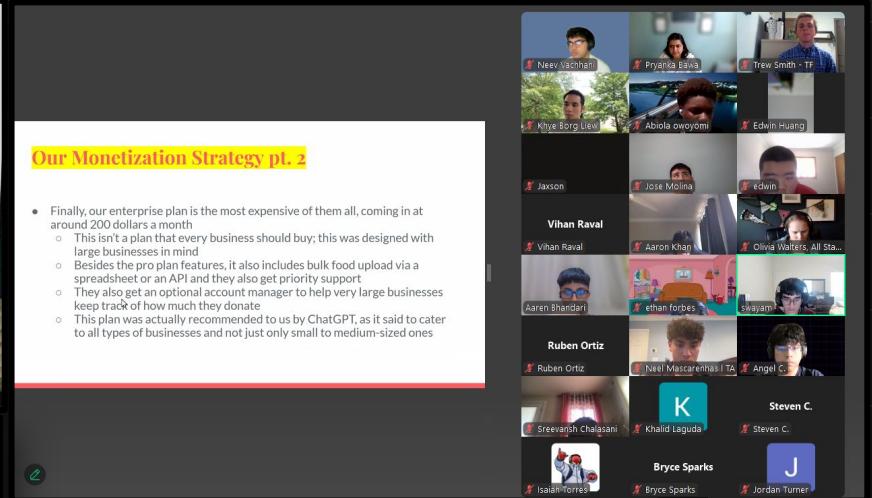
Their generosity makes the Summer Intensive possible—opening doors for Scholars to access cutting-edge technical instruction, mentorship, and real-world experiences that prepare them to thrive in tech.

Together, we are building a more diverse, inclusive, and future-ready tech workforce.



## Our Monetization Strategy pt. 2

- Finally, our enterprise plan is the most expensive of them all, coming in at around 200 dollars a month
  - This isn't a plan that every business should buy; this was designed with large businesses in mind
  - Besides the pro plan features, it also includes bulk food upload via a spreadsheet or an API and they also get priority support
  - They also get an optional account manager to help very large businesses keep track of how much they donate
  - This plan was actually recommended to us by ChatGPT, as it said to cater to all types of businesses and not just small to medium-sized ones



“ I feel like I am much more versed in coding, I am better at **communication**, I gained **connections**, I am better at asking for help and **networking**, and plenty more. It was a large growth experience. - Mathias A. ”

# Capstone Presentations and Demo Day

Across both in-person and virtual formats, Scholars showcased their creativity, collaboration, and technical skills through **60 capstone projects** during Capstone Presentations and Demo Day. Our first cycle's presentations brought the energy of in-person collaboration to life, while virtual cohorts extended that excitement nationwide—connecting Scholars across **12 states** for real-time Q&A with mentors, peers, and industry professionals.

Throughout development, teams worked together to design solutions ranging from AI-driven tools to web applications addressing real-world challenges. Scholars learned to balance technical problem-solving with thoughtful design, ensuring their projects were both functional and user-friendly. Whether presenting face-to-face or online, they demonstrated confidence, teamwork, and the ability to communicate their ideas with impact.



*I have grown greatly ever since joining the program. The **growth mindset promoted by the program** alongside how the instructors clearly explained the coding process made me grow mentally and skill wise too. - Abir M.*

Each project reflects weeks of collaboration, iteration, and creativity, showing how Scholars turn concepts into tangible solutions. **Check out just three of our incredible projects below!** These projects are a testament not only to their coding skills but to their resilience, curiosity, and readiness to innovate in the real world.

The image shows a laptop screen with a white background, displaying three project summaries. The laptop has a blue asterisk logo on its left side. The top bar of the laptop screen shows a blue asterisk icon and the text "2025 Demo Day!"

**ScoreStackers**  
ScoreStackers is a free SAT flashcard web app that helps students study smarter with customizable decks and hand-crafted cards. Users can review at their own pace with no sign-up fees or paywalls—just focused prep to boost scores and confidence.

**CareConnect**  
CareConnect is a web platform that helps users find affordable healthcare by matching them with insurance plans that fit their needs. Designed for individuals and families navigating complex systems, especially those who are uninsured or underinsured. ↗

**Food Rescue Finder**  
Food Rescue Finder is a friendly website that connects users to free or affordable local food, including food banks, community fridges, and meal programs. Simply enter a ZIP code to see resources, whether you're seeking help or looking to give back.

# Launching Digital Futures: A Tech Talent Pipeline

The **Summer Intensive** is just the beginning. **Launching Digital Futures (LDF)** extends the journey—giving Scholars structured pathways to keep growing their skills, confidence, and professional networks long after the program ends. LDF connects high-potential students from communities with limited tech access to opportunities that build **technical expertise, professional skills, and industry networks** for long-term success. The program evolves with the tech landscape, integrating responsible AI and emerging technologies as core components, and operates in hybrid formats to reach Scholars nationwide.

Through LDF, Scholars advance into **internships, apprenticeships, tech roles, entrepreneurship programs, and professional development experiences**—each designed to deepen what began in the Summer Intensive. LDF ensures that learning doesn't stop when the summer ends. It is **ASC's pipeline for continued growth, real-world experience, and career readiness**—a pathway that turns early potential into enduring impact.



**START**

**FUTURE TECH  
INNOVATOR**



**HIGH SCHOOL**

**TECH  
EXPOSURE**

National conferences, education fairs, and intensives ignite early interest in tech careers.



**HIGH SCHOOL  
TO COLLEGE**

**TECH  
PATHWAYS**

Internship and job placements support accelerates workforce entry.



**COLLEGE /  
VOCATIONAL**

**TECH  
MOBILITY**

Connection to the ASC brotherhood promotes networking, mentorship and career advancement



**OUTCOME**

**WORKFORCE  
SCHOLAR**

# Scaling Our Impact: The Work Continues With YOUR Support

The Summer Intensive gives Scholars the skills, confidence, and networks they need to compete for tech careers that can transform family economics. **All Star Code connects students from communities with limited tech access to opportunities that school systems and traditional pathways have not fully restored.** Your partnership helps make those opportunities possible.

Every contribution fuels instructors, mentorship, technology, and hands-on learning experiences that turn potential into opportunity. With your support, ASC can continue to grow this pipeline and reach **5,000 new learners by 2028**—connecting each Scholar to the careers, networks, and futures they deserve.

Together, we can ensure that **talent, drive, and creativity—not circumstance—determine who succeeds in tech.** Join us in building that future.



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“ When I first came in, I only knew a little Python and wasn’t really sure what coding was. But after three weeks, I started understanding HTML, JavaScript, and CSS, and **now I feel confident** pursuing a field like software engineering or cybersecurity. At first, I wasn’t sure if tech was for me, but All Star Code made me realize it definitely is. My advice to anyone who feels nervous or like they don’t belong is to at least try—new experiences help you grow, and now **I feel ready to dream big and dare greatly.** -Ibraheem S. ”