

2025 Summer Intensive Impact Report

The Urgency: A Tech Future at Risk

Technology drives 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**. Hispanic and Latino workers held **9.9% of high-tech roles, compared with 18.7%** of the broader workforce.

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.

The State of Computer Science Education report by Code.org finds that just 60% of U.S. public high schools offer foundational computer science courses, and **only 6.4% of high school students are enrolled** in them.

These students were already fighting for access to traditional tech pathways. Now those pathways are disappearing. Artificial intelligence is automating many entry-level coding tasks that once served as launch pads for new talent. The roles 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** differentiate successful hires from automated systems. The gap between current representation and population share is untapped talent that companies need—and that families depend on for generational wealth building.

All Star Code's Answer

All Star Code (ASC) fills that gap. **The Launching Digital Futures (LDF) pipeline** prepares students for the age of AI. The program pairs technical instruction with collaboration, critical thinking, communication, and leadership—the capabilities employers demand and only humans can provide. These skills distinguish successful hires from automated processes.

The **Summer Intensive (SI)** anchors this work. Scholars spend three or six weeks building web applications, developing leadership capabilities, and connecting with industry professionals who show them what tech careers look like.

The program served **174 Scholars across 12 states** in 2025. The six-week track delivered **90+ hours of coding instruction and 20+ hours of leadership development**, running hybrid in NYC and online nationwide. Scholars mastered JavaScript, HTML, CSS, and explored Python. They built projects and presented them at **Demo Day**—a nationwide online event where students across time zones shared work with 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**. Tailored support reached neurodiverse learners and those with disabilities.

TA Dante, a custom GPT-based assistant which debuted this summer, guided learning through questions rather than answers. **Students learn to learn**—the capability that matters when technical landscapes shift faster than any curriculum can track.

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



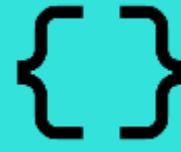
73%

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 SI, 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 the potential to redefine what's possible in tech.



174

Scholars completed the 2025 SI

12

States Represented by 2025 Scholars

\$29k

Avg Per Capita Household Income

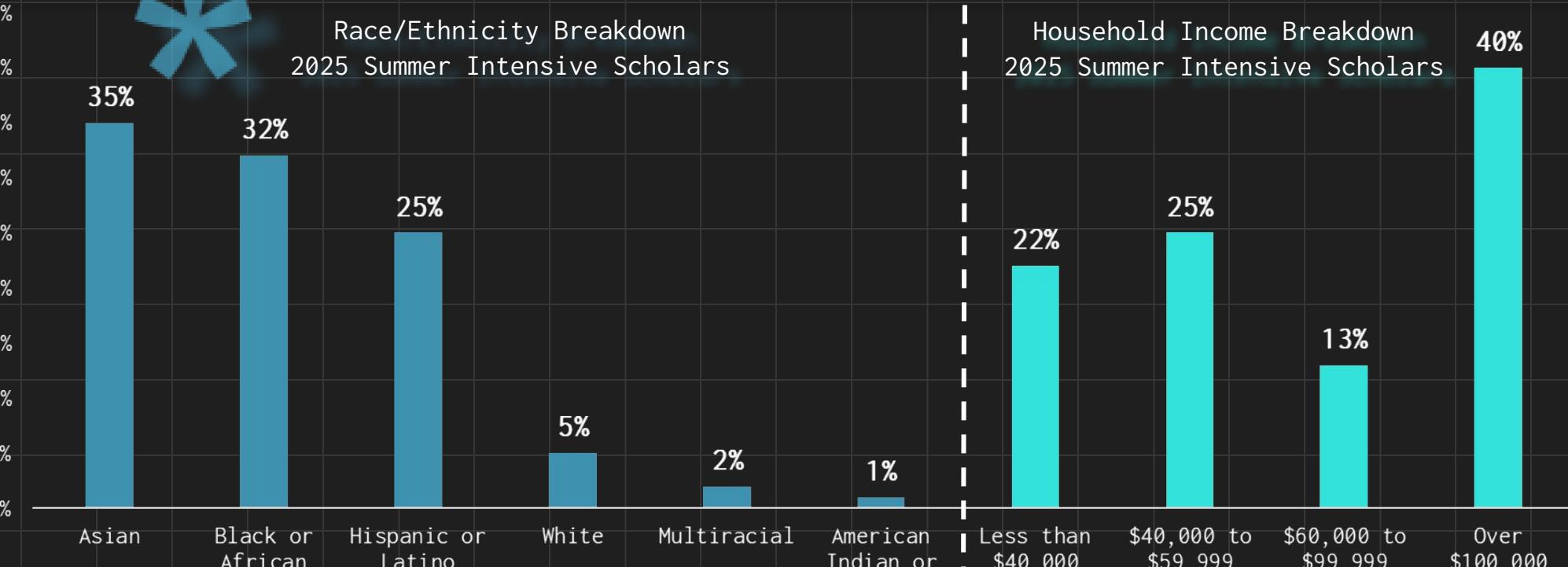
80%

Are First Generation Americans

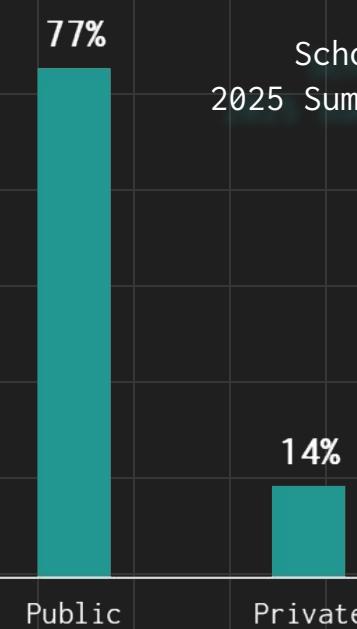
Driving Diversity in Tech



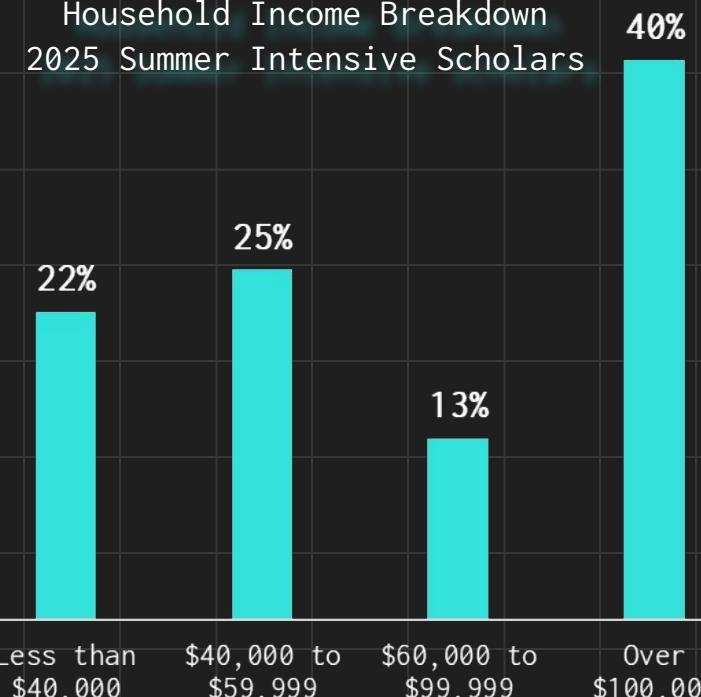
Race/Ethnicity Breakdown
2025 Summer Intensive Scholars



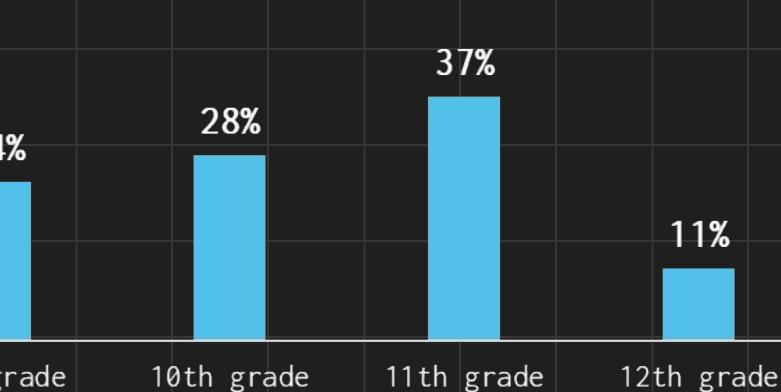
School Type Breakdown
2025 Summer Intensive Scholars



Household Income Breakdown
2025 Summer Intensive Scholars



Grade Level Breakdown
2025 Summer Intensive Scholars



Building Skills for a Disrupted Future

This summer, the SI welcomed **40 dedicated volunteers** who led sessions pairing technical instruction with professional development. Guest speakers, partner programming, plenaries, and fireside chats taught everything from collaboration and communication to workplace navigation. COVID-era learning loss, AI automation, and shifting job requirements make these capabilities essential—students need more than code to compete.

Guest Speaking

Speakers discussed setbacks and what comes after them. Students heard about persistence and recovery, connecting failures to lessons worth keeping. The conversations gave practical meaning to ASC's Celebrate Failure pillar.

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 engagement sectors taught sessions connecting technical skills to workplace application. Students learned industry-specific tools. They practiced collaboration, adaptability, and problem-solving in professional contexts.

Career Readiness

Automation and AI continue to reshape what employers value. Coding opens doors, but collaboration, communication, and adaptability determine who advances. Instructor-led sessions on networking, financial literacy, self-advocacy, and people skills helped Scholars connect technical knowledge to real-world readiness.



*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:

A16zCLF, CDW, Cleveland Dodge Foundation, Decoded Futures, Glenn W. Bailey, Hispanic Federation, Honda, JPMorgan Chase, Laura Vogler Foundation, Marc Haas Foundation, Medidata Solutions Inc, Social Change Fund United, Steven & Alexandra Cohen Foundation, and Webster Bank.

Their generosity makes our Summer Intensive possible—helping Scholars 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 Thanks to Key Partners



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 SI is just the beginning—**LDF** gives Scholars a pathway to continue building skills, confidence, and connections after our intensives. LDF connects high-potential students from communities with limited tech access to opportunities that develop technical expertise, professional skills, and networks for workforce success. The program adapts to the evolving tech landscape, with **responsible AI and emerging technologies** as core components, and runs hybrid to reach Scholars nationwide. Through LDF, Scholars engage in internships, apprenticeships, tech roles, entrepreneurship programs, and professional development—building on what they learned in the SI. LDF ensures that learning doesn't stop with the intensives—it's a pipeline for continued growth, real-world experience, and long-term career readiness.



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 haven't fully restored.** Your support helps make those opportunities possible.

Every contribution fuels instructors, mentorship, equipment, and hands-on experiences that turn potential into opportunity. With your help, All Star Code can continue to expand this pipeline and reach **5,000 new learners by 2028**, connecting each Scholar to careers, networks, and futures they might not otherwise access.

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



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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.

”

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