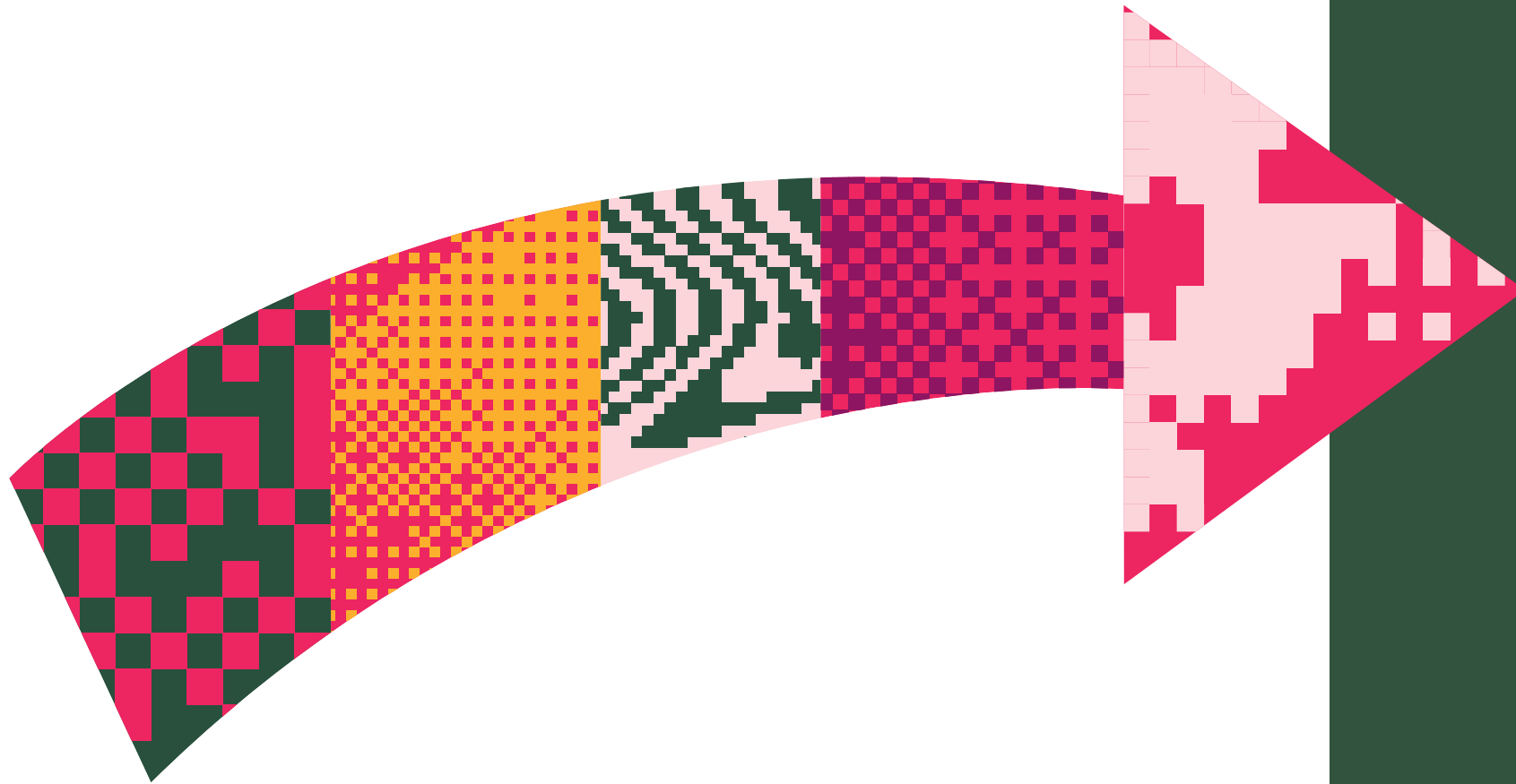




Building Pathways to AI Careers

AI4ALL's Work During the 2023-2024 Academic Year



The Next Generation of AI Leaders Starts Here

AI is reshaping industries at an unprecedented pace, and there has never been a greater need for diverse, responsible talent. For students from historically excluded groups, discrimination blocks access to the networks, training, and opportunities they need to launch careers in AI.

AI4ALL is removing barriers and recruiting a diverse population of students so they can increase their understanding and ethical use of AI tools. During the 2023-2024 academic year, 402 students engaged in hands-on AI education, mentorship, and career-building experiences through our College Pathways and Ignite programs. Our Changemakers Connect platform grew to 1,835 members, strengthening an ever-present support system for alumni embarking on AI careers.

With new strategic initiatives on the horizon, we are bridging the gap between education and industry, ensuring AI4ALL students are positioned for long-term success in the field. We invite you to learn more about the impact of our work and where we're headed next.

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Students Enrolled in AI4ALL Programming During 2023-2024

TOTAL BY PROGRAM

402
STUDENTS*

Ignite
157 students

College Pathways

Discover AI
147 students

Apply AI
36 students

Talent Edge ('23)
73 students

Talent Edge ('24)
29 students

TOTAL DEMOGRAPHICS

226
WOMEN/NONBINARY (W/NB)



66
IDENTIFIED AS BOTH*

*Black, Latinx, or Indigenous AND Women or Nonbinary

165
BLACK, LATINX, OR INDIGENOUS (BLI)

DEMOGRAPHICS BY PROGRAM: FALL 2023

College Pathways: Discover AI



College Pathways: Apply AI



College Pathways: Talent Edge



DEMOGRAPHICS BY PROGRAM: SPRING 2024

College Pathways: Talent Edge



Ignite



*Some students participated in multiple programs

How AI4ALL Sparked Iverson Scarlett's Path in Machine Learning

Iverson Scarlett, who is a Systems Engineer at the U.S. Naval Surface Warfare Center, gained the foundation he needed to pursue a career in machine learning and cybersecurity through AI4ALL's Discover AI program.

"It was a great stepping stone," he said. "When I started doing specialized training, it wasn't like I was starting from scratch."

Through AI4ALL, Iverson developed proficiency in Python and key machine learning libraries – skills that later became essential as he conducted research at the University of Maryland, Baltimore County. He had the confidence to apply AI fundamentals in real-world scenarios. Now, as he works on advanced AI-driven security systems, Iverson credits AI4ALL with giving him the tools and early exposure that shaped his future.

"The learning experience...made me want to pursue a career in that field," he said. "The program was very influential in what I'm doing now."



"The program was very influential in what I'm doing now."

— IVERSON SCARLETT, SYSTEMS ENGINEER, U.S. NAVAL SURFACE WARFARE CENTER



Preparing AI Talent, Building AI Pipelines

In early 2024, AI4ALL launched AI4ALL Ignite, a no-cost virtual accelerator designed to address gaps in representation within AI. Tailored for Black, Latinx, Indigenous, women, and non-binary undergraduate students, Ignite equips participants with the skills, experience, and confidence to secure AI internships and advance their careers.

This innovative 20-week program combines portfolio-building projects, mentorship from AI experts, career-readiness training, and a symposium to connect with recruiters. Ignite emphasizes responsible AI practices while fostering a supportive peer network. Early projects tackled real-world issues such as algorithmic bias in hiring and AI's impact on music promotion.



“Our new program allows students to gain experience and build portfolio material that can best position them for success upon entering the workforce and further, help create a more diverse and equitable workforce in AI in the years to come.”

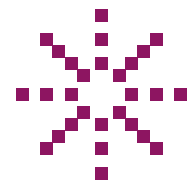
— SEAN PETERS,
VP OF PROGRAMS AND
OPERATIONS, AI4ALL

Advancing Careers, Advancing Equity

AI4ALL'S IGNITE PROGRAM



Is geared toward students who identify as Black, Hispanic/Latinx, Indigenous, women, and/or non-binary.



Provides training in in-demand skills essential for interviewing for technical internships, research opportunities, and entry-level AI jobs.



Emphasizes a human-centered AI approach integrating ethical considerations into how students engage with AI technology.

Ignite's Impact At A Glance



As a result of Ignite, students were able to connect with AI industry professionals

Students felt like they belonged to a community of peers in AI

BEFORE IGNITE



AFTER IGNITE

Students were aware of different career opportunities in AI

BEFORE IGNITE



AFTER IGNITE



Mentorship and Mastery: How Ignite Shaped Beamlak Bekele's Path

While participating in AI4ALL's Ignite program, University of Maryland student Beamlak Bekele deepened her grasp of applied AI.

She and her team worked on a breast cancer identification model, exploring multiple classifiers and evaluating their performance. "The process of creating a project with a team was very helpful," she said. "I learned a lot."

During Ignite's career success component, Beamlak learned how to approach data science versus machine learning interviews, which was helpful in preparing for landing internships. The program also meant she could demonstrate proficiency in both TensorFlow and PyTorch, which gave her a competitive edge.

But the program's mentorship component had the most lasting impact on her career path, she said. Her mentor, a PhD candidate, helped her clarify her academic goals toward a Masters program in AI. "It made a lot of things clear for me," she said. "The people who were teaching us really took time. I was grateful for that."

"The people who were teaching us really took time. I was grateful for that."

— BEAMLAK BEKELE, STUDENT, UNIVERSITY OF MARYLAND



Corporate Partners Support The Next Generation of AI Talent

AI4ALL's corporate partners create pathways for historically excluded students to break into AI careers. By providing mentorship, technical training, and internship opportunities, these organizations are investing in the next generation of AI talent.

Through hands-on engagement, mentors and hiring managers help students refine their resumes, sharpen interview skills, and gain real-world experience – setting them up for long-term success in AI. For companies, these partnerships strengthen diverse talent pipelines while giving employees meaningful ways to give back to the field.

AI4ALL's Internship Impact

STUDENTS SECURED

507

INTERNSHIPS,
RESEARCH OPPORTUNITIES,
OR CO-OP PROGRAMS

TYPES OF TITLES:

- SOFTWARE ENGINEER
- RESEARCH ENGINEER III
- MACHINE LEARNING RESEARCHER

TYPES OF COMPANIES:

- AMAZON
- CAPITAL ONE
- GOOGLE
- JP MORGAN CHASE
- META
- MICROSOFT
- MORGAN STANLEY
- MOTOROLA
- SALESFORCE

“Sharing my knowledge and passion for AI with them and witnessing their enthusiasm and growth was truly fulfilling.”

— SURAJ BISHT,
DISTINGUISHED
ENGINEER,
CAPITAL ONE



Capital One Volunteers Help AI4ALL Students Build Career-Ready Skills

At Capital One, supporting AI4ALL is an opportunity to invest in and help support AI talent and student education for future generations. “We have more than 14,000 technology associates,” said Erin Madden, AI4ALL advisory board member and Director of Academic Engagement at Capital One, about their in-house technology organization. “Our mission is to change banking for good. When you have a high-performing organization like AI4ALL, and easy ways to engage and volunteer that align with the skills and personal passions of your associates, it’s a perfect match.”

Suraj Bisht, Distinguished Engineer at Capital One, has mentored small groups of college-aged AI4ALL students since 2023. “Sharing my knowledge and passion for AI with them and witnessing their enthusiasm and growth was truly fulfilling,” he said. “It increased my sense of purpose, expanded perspectives, renewed my passion for AI, and developed my mentoring skills. I highly recommend it to anyone committed to fostering diversity and inclusion in the field.”

“With AI4ALL, you’ve got a great partner that’s delivering great results, and they’re ready to engage with you,” Madden said. “Whether it be philanthropic support or people or strategic advice or pro bono volunteerism, there are many opportunities to partner in helping advance their mission.”

Prepared for Success: How AI4ALL Gave Mana Vale an Internship Edge

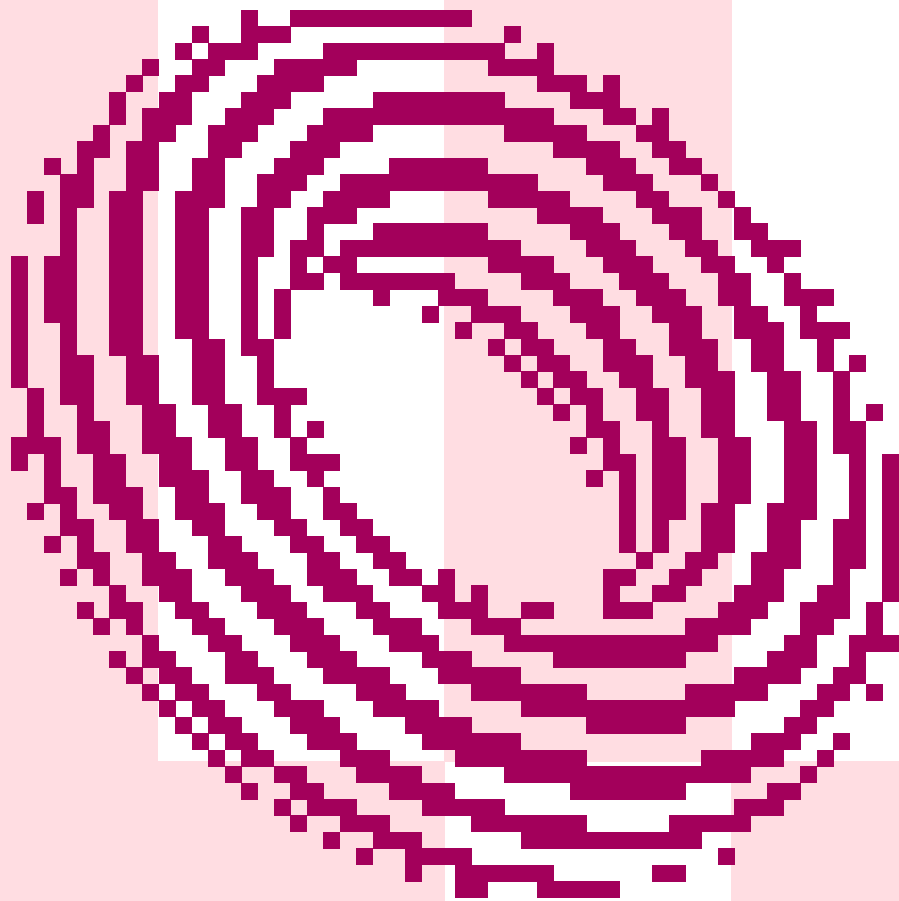
When Mana Vale landed a competitive 12-week internship at Cisco, she was ready to make the most of the opportunity—thanks in part to AI4ALL’s Talent Edge program. “It was good to have a structured program to revamp my resume, work on my elevator pitch, and prepare for technical interviews,” she said.

Through AI4ALL, Mana gained practical insights from recruiters and the confidence to navigate a highly competitive internship market. “[AI4ALL] definitely taught me the importance of a good resume and what people are looking for,” she said. “That was the most impactful.” Currently a junior at Rice University, Mana is exploring AI ethics and research opportunities – her AI4ALL experience still plays a role in how she’s shaping her career preparation.



“It was good to have a structured program to revamp my resume, work on my elevator pitch, and prepare for technical interviews.”

— MANA VALE, JUNIOR,
RICE UNIVERSITY



What's Next: Preparing Students for the Future of AI

AI4ALL is focused on two priorities this coming year to empower the next generation of AI changemakers. By creating internship pathways and growing Ignite to serve even more students, the organization will expand its ability to serve our students and break new ground in the AI field.

Internship Pathways

AI4ALL is committed to building a more effective, higher-touch pipeline to address the challenges our Changemakers face in a competitive hiring landscape. By introducing new program elements and deepening corporate partnerships, we will better understand industry needs and prepare students for both current and emerging AI careers. With targeted support and stronger employer relationships, we will place more well-equipped students in internships more quickly, ensuring these roles are filled with talent that brings critical thinking skills and responsible AI expertise.

AI Training for Tomorrow

Our growing Ignite program has reached students from more than 150 universities and colleges nationwide. This hands-on program pairs students with industry mentors to develop real-world AI projects, build professional networks, and prepare for competitive internships.

In 2025, AI4ALL aims to enroll 40 percent more students than in 2024, providing even greater access to mentorship, career readiness resources, and applied AI experience. Recent symposium projects include the following:

- AI for bone fracture detection;
- Eye tracking for accessible scrolling;
- AI to improve credit risk assessment for underserved communities; and
- AI prediction of business startup success.

By scaling Ignite, AI4ALL is building a diverse, well-equipped generation of AI talent that is ready to shape everything they touch.

AI4ALL Welcomes New Board Members

In 2023 and 2024, AI4ALL welcomed three new leaders to the Board of Directors, bringing their unparalleled expertise to advance corporate and academic partnerships, mentorship, and training programs.



Dami Osunsanya is a seasoned investor and operator with deep expertise in corporate strategy, venture capital, and in supporting high-growth technology companies. She has managed investments in more than 80 tech companies and serves on multiple advisory boards, bringing a wealth of experience in scaling businesses and advancing inclusive innovation. Dami was an advisor to AI4ALL for more than two years before joining the Board of Directors.



Ana Pinczuk, Board Director at Aptiv, brings extensive experience in cloud-, data-, and AI-driven solutions to the board. She joined the board just after the 2023-2024 school year. She has held leadership roles at Anaplan, Google Cloud, and Hewlett-Packard Enterprise, and her work has focused on enterprise software, services, and digital transformation. A passionate advocate for diversity and inclusion in technology, Ana is committed to mentoring and empowering the next generation of AI talent.



Tess Posner, AI4ALL's founding CEO and current interim CEO, is a musician and an award-winning social entrepreneur dedicated to inclusion and equity in tech. Under her leadership, AI4ALL grew to more than 20 AI education partner sites and became an internationally recognized organization. She received the VentureBeat Women in AI Award and was named one of the 100 Brilliant Women in AI Ethics in 2020.

Acknowledgements

2023-2024 Sponsors

We are grateful for the support all our corporate and philanthropic partners provide. The funds we receive change the lives of students who are ready to revolutionize the industry. At every level of giving, our sponsors support a diverse group of historically excluded college students as they explore a career in AI.

VISIONARY



INNOVATOR



CHAMPION



AI4ALL Board

Dr. Olga Russakovsky, AI4ALL Co-founder and Board Chair, Princeton University

James Beck, At One Ventures

Rab Govil, Entrepreneur

Dr. Fei-Fei Li, AI4ALL Co-founder, Stanford University

Dami Osunsanya, former SoftBank

Ana Pinczuk, Aptiv

Tess Posner, Interim AI4ALL CEO, Musician

Dr. Rick Sommer, AI4ALL Co-founder, Stanford University

Dr. Telle Whitney, Telle Whitney LLC

Team

Christine Casalini, Director, Development

Wendy DiPietro Gordon, Executive Assistant

Dr. Jon Doane, Curriculum & Instruction Manager

Dominique Dominguez, Director, People & Culture

Nicole Halmi, Director, Strategic Initiatives

Brittany Hollis, Program Manager

Hannah Nance, Strategic Development Advisor

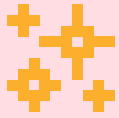
Dr. Sean Peters, VP, Programs & Operations

Tess Posner, Interim CEO

Alvaro Rojas-Caamano, Senior Manager, Recruitment & Partnerships

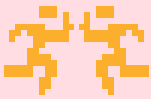
Thalea Torres, Senior Manager, Programs & Impact Evaluation

Join The Movement



VOLUNTEER WITH AI4ALL

Mentor and inspire future AI innovators.



PARTNER WITH US

Connect with skilled AI talent to fuel responsible innovation.



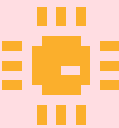
HIRE A CHANGEMAKER

Access top AI talent available for internships and jobs.



DONATE

Invest in the future of human-centered AI.



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