



From Access to Advancement

How AI4ALL Scaled Opportunity in 2024-2025

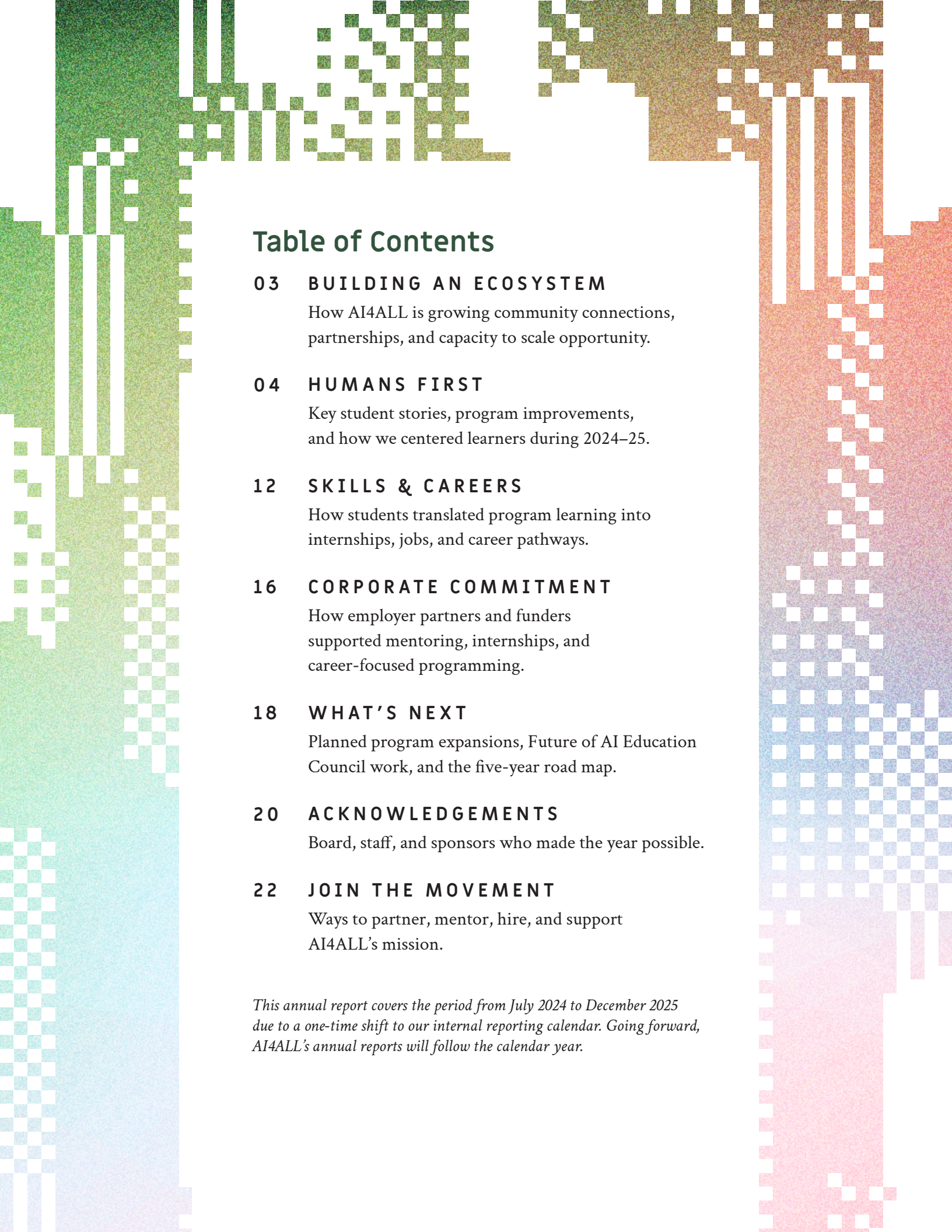


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This annual report covers the period from July 2024 to December 2025 due to a one-time shift to our internal reporting calendar. Going forward, AI4ALL's annual reports will follow the calendar year.

Building an Ecosystem

How AI4ALL is growing community connections, partnerships, and capacity to scale opportunity.

In Fall 2025, AI4ALL accepted 800 students and waitlisted 600 from a pool of thousands for our flagship Ignite program. Those 600 students were every bit as motivated and ready as the admitted cohort; we simply lacked the capacity to enroll them. Ignite changes lives, but only when students have space to participate. Who knows if the next AI leader shaping responsible, transformative AI was one of those who had to wait?

In this current AI arms race and shrinking labor market, access matters. The AI field is defined by asymmetries of power and resources; small mission-driven organizations cannot compete on scale alone.

We aren't trying to educate the most students. We are building an ecosystem that equips people to influence how AI is built. We want students to land jobs and shape careers that apply responsible AI to the biggest problems in their communities. We want them to engage with this technology for a lifetime and to grow into entrepreneurs and professionals supported at every stage.

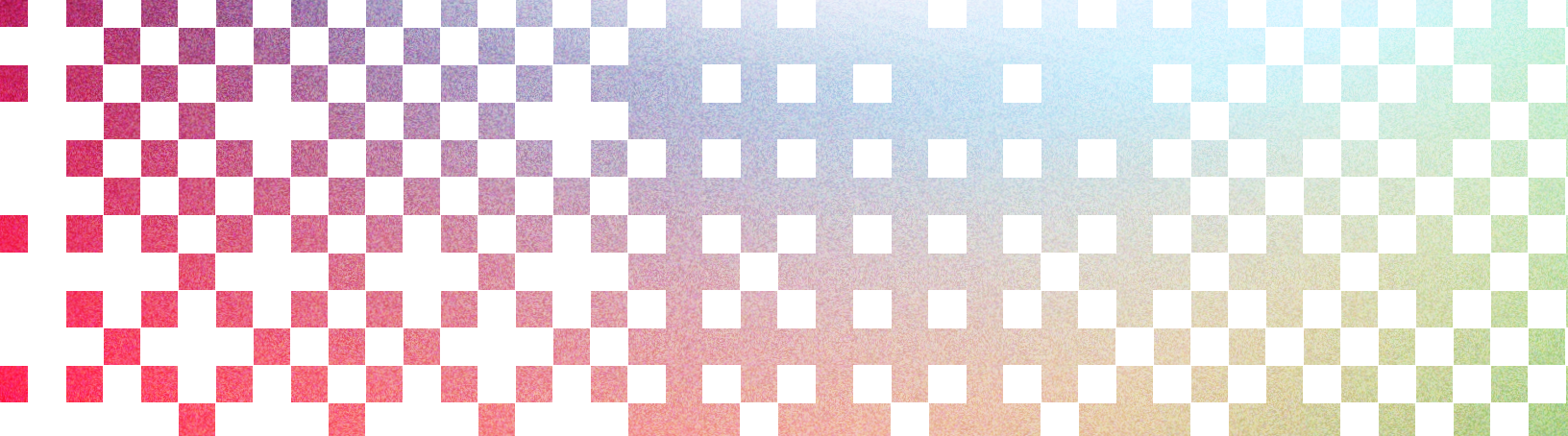
My vision for AI4ALL is simple: reach the 600 on the waitlist, and then the next 1,500, and more; help them find agency; and together shape the AI systems that are already shaping our society.

– Bo Young Lee,
CEO, AI4ALL



MEET BO YOUNG LEE, AI4ALL'S CEO

Bo Young Lee joined AI4ALL as CEO in October 2025. She previously served as Uber's first Chief Diversity & Inclusion Officer and has advised dozens of Fortune 500 companies on building inclusive organizations. She holds an MBA from NYU Stern and is currently pursuing graduate studies in AI Ethics and Society at the University of Cambridge.



Humans First

Key student stories, program improvements, and how we centered learners during 2024–25.

For nine years, AI4ALL has worked to expand who builds AI and how they can do that work in a human-centered way. The technology has reshaped education, careers, and everyday life, and during the 18-month period from July 2024 to December 2025, the organization listened, tested, and put students at the center of an explicit commitment to curiosity and iteration.

While some outcomes will take time to emerge, demand for our programs has grown dramatically. Students are actively seeking the pathways we offer. Internally, the curriculum and operations teams improved onboarding and early-program support to lift retention, introduced a new framework to provide more responsive instruction, and restructured AI4ALL's Student Symposium as a career-readiness milestone.

Students continue to tackle projects that leverage AI and machine learning to solve real human problems, including brain tumor identification, eye tracking for accessible scrolling, and predicting startup success. As AI rapidly changes and becomes ever-more powerful, AI4ALL's curriculum evolves to reflect the newest innovations.

This past year featured political headwinds and shifting signals from employers. That is why it was especially important to iterate rapidly, center students' voices, and build scalable pathways that prepare future leaders for what comes next in AI. Read on to see the data, stories, and evidence that guide us as we write AI4ALL's next chapter, and consider joining us as we convert learning to long-term impact.

BROAD REACH, DEEP
ENGAGEMENT: CHANGEMAKERS
CONNECT IN ACTION

8,000+

STUDENTS REACHED

1,339

ENGAGED ALUMNI

AI4ALL has reached 8,000+ students since our founding, and 1,339 highly engaged alumni are on Changemakers Connect, our connection and communication platform.



Students served July 2024 - December 2025

NUMBER OF
APPLICATIONS
SUBMITTED

3,092

NUMBER OF
APPLICANTS
ACCEPTED

1,504

NUMBER OF
APPLICANTS
WAITLISTED*

604

**AI4ALL did not have a waitlist before 2025*

UX TWEAKS RESULTED IN BIG RETENTION PAYOFF

After targeted onboarding and UX improvements informed by student surveys, staff feedback, and user interviews, retention rose.

FALL 2024
PROJECT
COMPLETION

38.3% — +1.9x →

SUMMER 2025
PROJECT
COMPLETION

72.9%

Program Demographics

OVERALL ACCEPTED STUDENT DEMOGRAPHICS

59%

WOMEN/NONBINARY



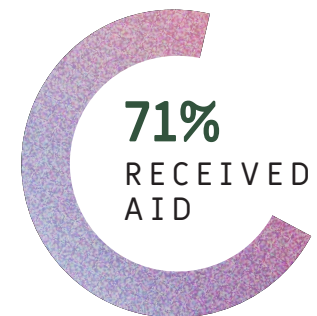
55%

BLACK, LATINX,
OR INDIGENOUS
(BLI)

25%

IDENTIFIED AS BOTH

REMOVING FINANCIAL BARRIERS



Across cohorts enrolled July 2024-December 2025, 71% of students received some form of financial aid to support their undergraduate education.

From Classroom Projects to Industry Impact

Brian Bazurto, a rising junior Computer Science student at Florida International University, landed a software engineering internship for summer 2025 with Workday thanks to practical preparation in AI4ALL's Ignite program.

"All that learning literally transferred to my internship," Bazurto said. "I felt very confident that... I can research, learn, and implement in the future."

Through hands-on projects and mentorship, he gained independent research and debugging skills, learned to use AI responsibly as a tool, and developed the persistence and judgment required to move prototype work into real-world corporate codebases.

He said he also appreciated the opportunity to build a team of students who truly cared about each other.

"Community is something you need," he said. "Everybody cared about each other."

"Be bold, be curious, and network. My AI4ALL research helped me to be more confident, keep going, and ask questions."

— Brian Bazurto, Computer Science student at Florida International University



How AI4ALL Prepared an Intern for Industry

While completing a recent internship at Uber, Uchechukwu Uche-Ike came across an opportunity to use a linear regression model to detect a performance regression in the Uber app. Uche-Ike, who is pursuing a master's in Computer Science at the University of Illinois Urbana-Champaign, traced that capability back to an AI4ALL group project in which his team analyzed and visually mapped Chicago crime data using machine learning techniques. The project, he says, provided a strong foundation for his internship and future career.

“That experience [at AI4ALL] helped me see how useful machine learning could be in tackling modern problems,” Uche-Ike said. “I wouldn’t be able to do that unless I had known the background behind machine learning and known where it would be very applicable.”

Uche-Ike also says AI4ALL taught him to train models and write code responsibly. “Having that knowledge in the back of your head when you’re designing these kinds of systems is really important,” he said. “I appreciate AI4ALL for bringing that up.”



“Having [responsible AI] knowledge in the back of your head when you’re designing these kinds of systems is really important.”

— Uchechukwu Uche-Ike,
Master’s of Computer
Science student at the
University of Illinois
Urbana-Champaign

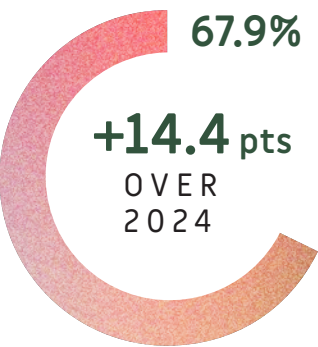
Every Group Gained Ground on Internships

OVERALL INTERNSHIP ATTAINMENT

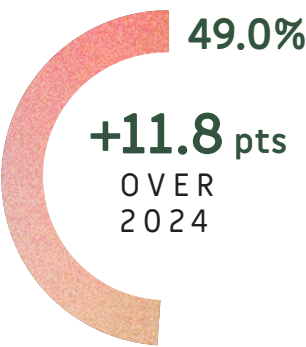


Among 233 2024-2025 Ignite alumni who responded to a survey, 152 (65.24%) secured internships after the program. Year-over-year internship attainment rose for all student populations following Ignite participation.

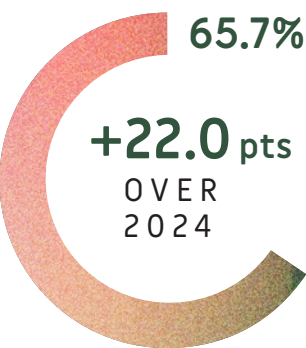
WOMEN/NONBINARY (NOT BLI)



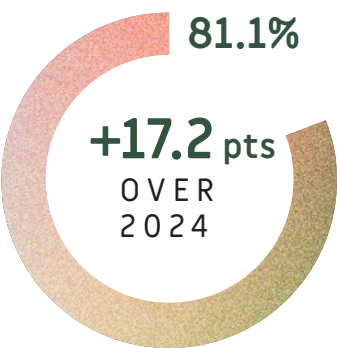
WOMEN/NONBINARY (BLI)



BLI (NOT WOMEN/NONBINARY)



OTHER STUDENTS (NOT INCLUDED ABOVE)



BLI = Black, Latinx, or Indigenous



“This experience will help me be able to become a better engineer.”

— Esther Manu, Electrical Engineering student at University of Cincinnati

Building Skills To Solve Tomorrow's Problems

Esther Manu, an Electrical Engineering undergraduate student at the University of Cincinnati, participated in AI4ALL's Ignite program in Summer 2025. She wanted to build technical skills to help herself land internships, but said she gained valuable professional skills during her time in the program, too.

“During the breakout sessions, you connect with other students,” she said. “That made me able to build up my communication skills, teamwork, and also leadership skills, because you have to present your research.”

Manu said Ignite exposed her to front-end and back-end concepts, and a working familiarity with Python, which accelerated her progress. Her team designed a machine learning-driven classifier to flag phishing emails, a practical project in a world where email scams are proliferating.

“I want to be a problem solver,” Manu said. “This experience will help me be able to become a better engineer.”

The Future of AI Education Council: Building the Syllabus of Tomorrow

In October 2025, AI4ALL launched the Future of AI Education Council with support from Google.org. The Council convenes 30 university faculty, postdocs, and graduate students from more than 20 institutions. AI4ALL has convened this group to help collaboratively define rigorous, inclusive undergraduate AI education, sharing insights to shape guidance for educators everywhere. Through May 2026, members are participating in guided online discussions on the following topics:



Designing Inclusive AI Learning Environments



Building Responsible AI Into the Curriculum



Beyond the Core: Emerging Issues & Experiments

In summer 2026, the council will publish the resulting guidelines for inclusive and rigorous AI education as well as a blueprint for Year Two of the council.

The Council's broader goal is to change how AI is taught across undergraduate programs, with inclusive and academically rigorous instruction. Year One efforts are designed to feed practical outputs in Year Two, including:



Searchable tools that help educators quickly assess and improve the inclusivity of course materials and teaching practices

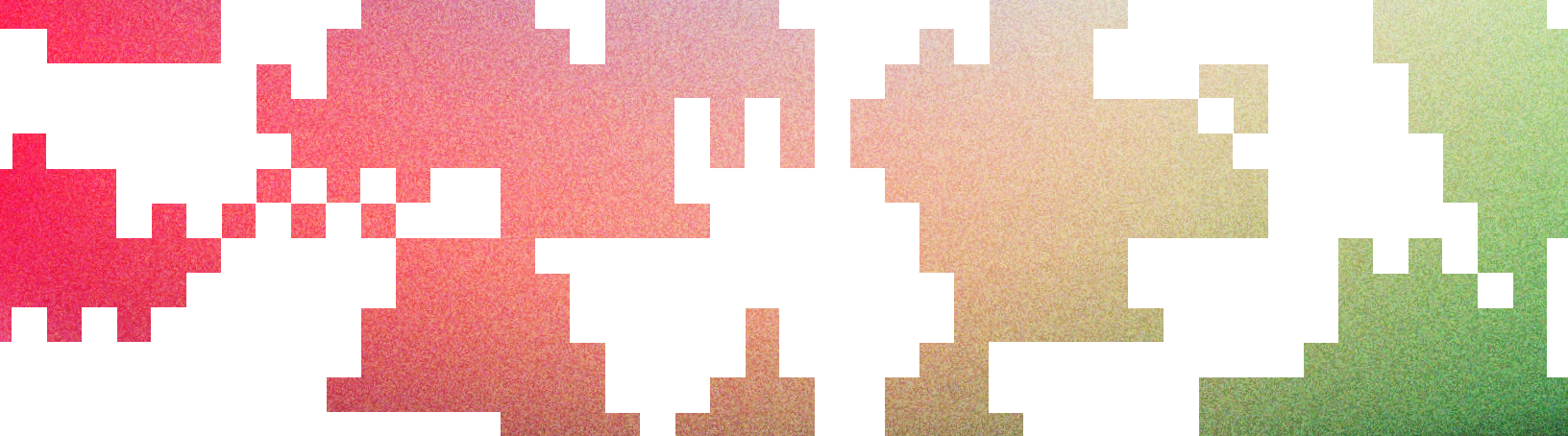


Case studies of how rigorous, inclusive AI education is showing up in a variety of undergraduate classrooms



Concrete recommendations for embedding responsible AI concepts across courses.

Once these approaches have been tested, the Council will publish what they've learned, so they can reach undergraduate educators and make it easier for faculty to adopt best practices and for their institutions to scale inclusive, high-quality AI education.



Skills & Careers

How students translated program learning into internships, jobs, and career pathways.

Pre/post-survey results from our latest cohorts show substantial gains in skills, confidence, and career readiness following participation in AI4ALL’s program:

+38% AGREED THAT
“I understand how gradient descent is used in training a model”

+63% AGREED THAT
“I understand what makes a model interpretable”

+42% AGREED THAT
they have someone in their network willing to help them navigate a career in CS or AI

91% AGREED THAT
they were more prepared to apply to internships as a result of the program

94% AGREED THAT THEY
know how to represent the AI portfolio project they created in the program on things like their resume or during an interview.

96% AGREED THAT THEY
“Improved [their] resume as a result of participating in the program”

AI4ALL Alumni Outpace National Hiring Trends

AI4ALL GRADS GET HIRED AT 2X
NATIONAL RATE

NATIONALLY AI4ALL GRADS



While national data show a growing gap between education and employment, AI4ALL alumni fare better. Only 30% of recent college grads get jobs in their fields, while 68% of AI4ALL graduates polled in 2025 attained a tech internship or full-time role following completion of an AI4ALL program.*

**Sources: AI4ALL 2025 alumni poll, Cengage Group, [2025 Employability Report](#)*

TOP EMPLOYERS OF
AI4ALL ALUMNI

Microsoft

Amazon

Meta

Google

Bloomberg

Oracle

Lockheed Martin

Capital One



The Right Dataset Leads to a Responsible Model

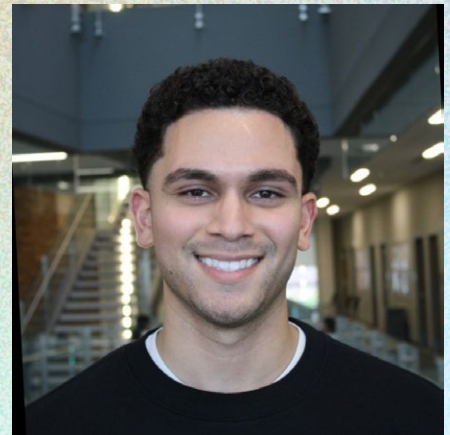
As a high school junior, Fernando Peralta Castro interned on a project that used IoT-connected microscopes to speed cancer diagnoses. The system used an AI model to flag images for clinicians, but Peralta Castro, who is now a college senior studying Computer Science at Moravian University, said he didn't fully understand the fundamentals behind that work.

This year, he joined AI4ALL Ignite to learn those foundations. His team analyzed Parkinson's patients' voice changes over time as their tremors increased to see if they could use voice quality to diagnose Parkinson's earlier. His group took a little longer than others to find exactly the right dataset to use to train their model because they were looking for one that had a lot of diversity built in.

"The data just wasn't there to be able to ethically train something," he said.

They eventually settled on a dataset that had a robust list of qualities they could test for. "It had a lot of different methods of how to account for differences in vocal cues," he said. "The program really made you think about 'How was this model trained?' and 'Has it seen data from multiple groups of people?'"

"AI4ALL really helped me understand...why everything works the way it does."



"AI4ALL really helped me understand...why everything works the way it does."

— Fernando Peralta Castro,
Computer Science student
at Moravian University

ACCELERATING THE NEXT GENERATION OF AI LEADERS

Stories like Gupta's show why AI4ALL is designing follow-on career supports, including deeper mentorship and structured pathways so alumni can move from learning to lasting work. In 2026, we're piloting a program that serves early-career technologists committed to shaping AI responsibly. It will pair aligned mentors, targeted learning experiences, and a peer community to deepen industry connections, develop job-ready skills, and accelerate mid-career roles. The goal: Help participants turn potential and passion into sustained impact.



AI4ALL as a Launchpad to Career Confidence

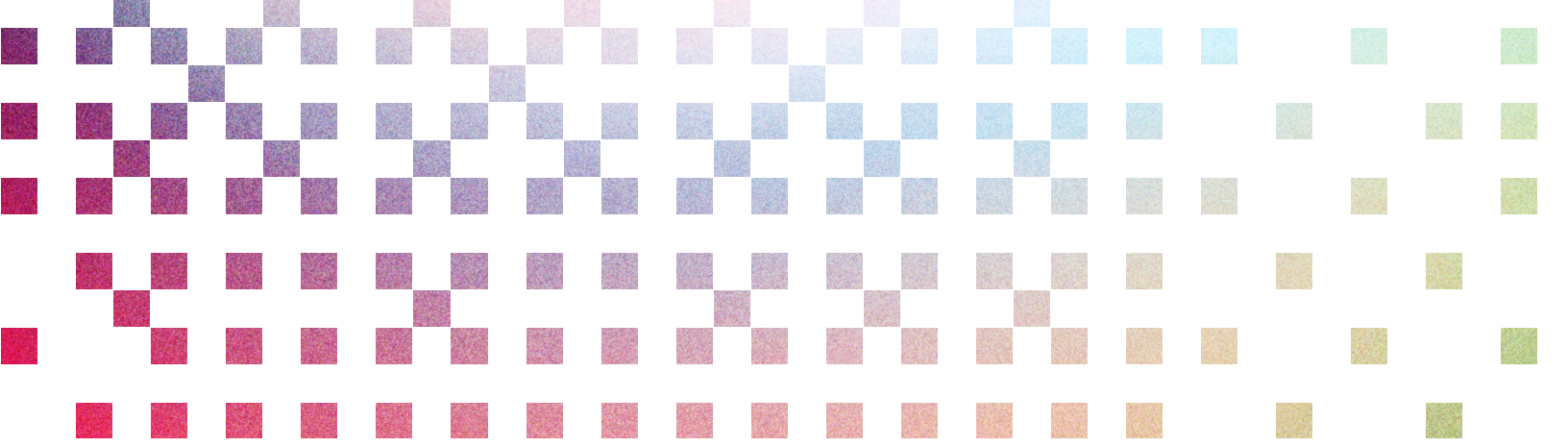
Aarzu Gupta, now a machine learning engineer at Apple, first attended AI4ALL's Stanford summer program in 2017 as a high school sophomore. That summer gave her a network and the confidence to pursue big goals.

She joined AI4ALL's July 2025 Future of AI Salon in San Francisco, where leaders emphasized adaptability. "Are you someone who knows the tools, can connect the dots, and has a problem solving mindset?" she asked. "There's a lot more room for creativity."

*"I do not think I would be
where I am now without the
opportunities [AI4ALL] gave me."*

— Aarzu Gupta, machine learning
engineer, Apple

Gupta said she was impressed with the way AI4ALL curated a room filled with people who share her core values around building with AI in responsible, ethical ways. She is grateful for the AI4ALL mentors and alumni connections who really launched her career. "I do not think I would be where I am now without the opportunities it gave me."



Corporate Commitment

How employer partners and funders supported mentoring, internships, and career-focused programming.

AI4ALL's corporate partners and foundation supporters helped turn classroom learning into career momentum during this past academic year. From volunteer mentors who supported students with eyes on internships and potential roles in the field to direct investments in AI4ALL's work, these partnerships deepened mentorship networks, scaled hands-on learning, and created opportunities to co-design pathways from the classroom to meaningful AI careers.



“Forging broader pathways for AI-driven careers is critically important to the Nielsen Foundation’s mission to advance inclusive innovation in media and technology.

That’s why we have been happy to support AI4ALL’s Ignite program, to open doors for new talent to bring creativity, fresh perspectives, and a responsible AI lens to the economy’s future workforce.”

— Andrea Bertels, President and Executive Director, Grantmaking, Nielsen Foundation



Polishing Potential: How One Mentor Helped Students Tell Their Story

Anushka Agarwal, an Ad Intelligence Analyst at Nielsen, volunteered as a resume and LinkedIn mentor for AI4ALL students during the 2024-25 academic year. She helped small groups better present their technical skills to potential internships and employers.

Agarwal said she reviewed students' material and asked targeted questions to help the students frame the skills they built through the program and across their educational career. She said it was especially rewarding when she could encourage a student who was more shy to ask questions and articulate their experience.

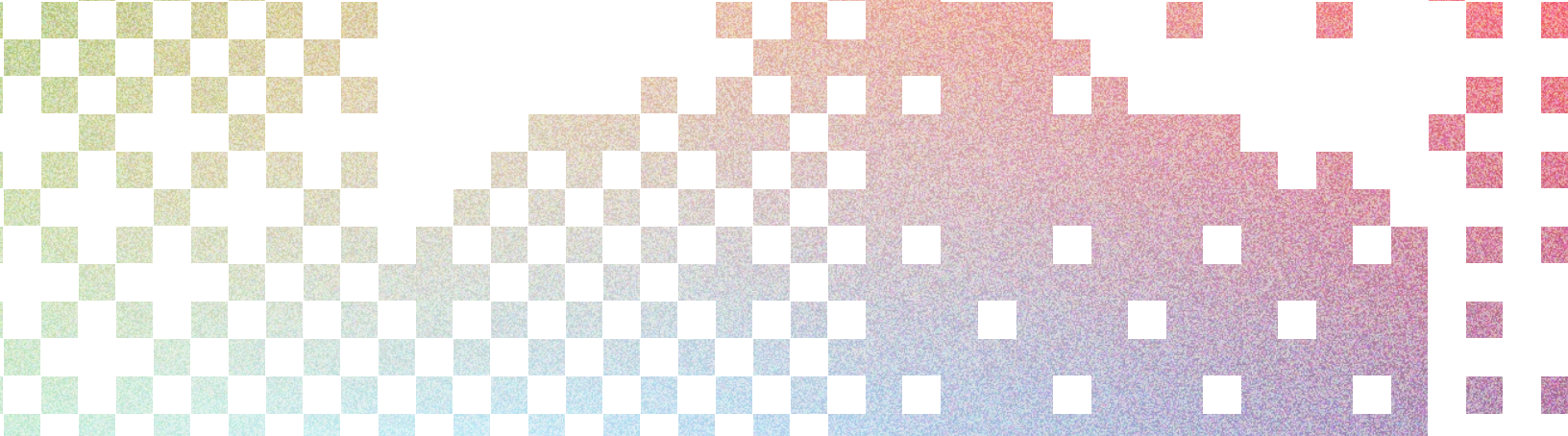
"We all can be exceptionally brilliant, but sometimes there is a certain fear which does not let us open up to other people," Agarwal said. "These are ambitious kids who want to do something. They want to be impressive individuals in their adult world."



POWERING THE NEXT
PHASE: GOOGLE.ORG'S
\$2M GIFT

In 2025, Google.org awarded AI4ALL a \$2 million grant. "This powerful vote of confidence caps a year of sustained progress," said Bo Young Lee, CEO. "This strategic investment positions AI4ALL to turn our lessons from this year into broader impact and opportunity."

The gift accelerates our ability to scale hands-on learning, deepen mentorship networks, and translate programmatic insights into durable pathways from classroom to career. It also allows AI4ALL to convene our Future of AI Education Council and Future of AI Salons, forums that will allow us to listen, test, and iterate alongside employers, educators, and students.



What's Next

Planned program expansions, Future of AI Education Council work, and the five-year road map.

Over the next year, AI4ALL will concentrate on core programs that move students from access to acceleration. We will expand our Ignite cohort, while transitioning Ignite to a summer-only model starting in 2026 to match student demand and learning needs.

That expansion will be paired with a revamped mentorship model designed to give each student more individualized attention and structure so we can more effectively support promising learners. Students already on a CS pathway will have more opportunities to gain the specific skills, mentorship, and network to secure internships, entry-level roles, and research opportunities.

We will also pilot a new program for early-career talent that will be available to eligible AI4ALL alumni, and will later open to the broader early-career pool. This program will offer targeted mentorship, specific learning experiences, and career pathways that deepen industry connections.

At the same time, we are positioning AI4ALL to launch several new programs over the next five years designed to build an ecosystem of technologists and entrepreneurs building AI that solves humanity's biggest challenges and empowers the collective whole.

The Future of AI Education Council will continue into Year Two with expanded recruitment, ensuring our curriculum and pedagogical guidance remains rigorous and inclusive. We'll also begin sharing our research and knowledge in a new series of blog posts, white papers, and position pieces.

We invite partners to join convenings, pilot employer engagements, and participate in regional experiments. It will take flexible support to allow AI4ALL to iterate rapidly and convert everything learned this year into lasting pathways to careers and opportunities.

By listening first, testing quickly, and centering students at every step, AI4ALL will equip a generation of talent to steward AI responsibly and expand opportunities for thriving careers in the industry.

A Beacon of Optimism



Since its founding, AI4ALL has been a beacon of optimism in a field too often dominated by hype and fear. We prepare students to build AI that benefits society, and our curious, community-minded learners walk

away ready to contribute in industry-changing ways.

During 2024 and 2025, we doubled down on listening and learning, evolving our students' experiences as technology accelerated.

Our Future of AI Education Council is designed to ensure AI education stays rigorous and inclusive. Our Future of AI Salons bring together senior leaders across AI, academia, and policy for themed conversations on topics like the one you read about in Aarzu Gupta's story. These forums create the much-needed scaffolding for young people to responsibly take on technical and tech-adjacent leadership roles.

We on the Board believe AI can do immense good when it is part of an ecosystem shaped by a wide variety of perspectives and voices. If you share our optimism, please join us in this work. Your support lets us iterate, scale, innovate, and keep students at the center of change.

AI4ALL's work, rooted in practical skills and ethical judgement, points the way.

– Dr. Olga Russakovsky, Chair
AI4ALL Board of Directors

Acknowledgements

Board, staff, and sponsors who made the year possible.

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 help build a more responsible AI future by supporting the next generation of AI changemakers.

2024-2025 Sponsors

VISIONARY (\$250K+)



INNOVATOR (\$100 - \$249K)



CHAMPION (\$50K - \$99K)



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AI talent and drive
innovation.

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Access top AI talent
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and careers.

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human-centered AI.

Work at AI4ALL

Join our mission-
driven team.

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