

A diverse group of five young people are sitting together in a casual setting, smiling at the camera. In the background, there are large green plants and a white wall with faint architectural drawings. Two laptops are visible: a silver HP laptop in the center and a black HP laptop on the right. The person on the far right is holding the black laptop. The person in the center is wearing a blue Adidas cap and a black hoodie with 'PINK' written on the sleeve. The person on the far left is wearing glasses and a grey shirt. The person in the middle-left is wearing a black jacket and a lanyard. The person in the foreground is wearing a pink shirt and a black and white patterned headscarf.

AMERICA ON TECH ORGANIZATIONAL OVERVIEW

ABOUT AMERICA ON TECH

An early pipeline tech talent accelerator expanding access to technology careers for 16-24-year-olds from underestimated communities.

Through no-cost tech education, mentorship, and career support, AOT broadens technology career exploration and participation for young people who lack access to critical resources and opportunities.



MISSION

to prepare the next generation of technology leaders from underestimated communities.



VISION

All students will have the knowledge to succeed in the innovation economy.

The tech industry continues to be a driver of modern innovation and economic growth, with jobs projected to grow by 15% between 2021 and 2031. However, it remains one of the most inaccessible fields. These problems stem from a variety of root causes including:



EDUCATIONAL CHALLENGES

Early exposure to computer science for underestimated students increases the chances of majoring in technology in college by 8x, yet schools in high-poverty areas offer these courses at a rate 12x lower than low-poverty schools.



SOCIOECONOMIC FACTORS

Lower-income families are more likely to face economic challenges that limit access to extracurricular activities, tutoring, and enrichment programs that enhance tech skills.



LACK OF SOCIAL CAPITAL

Students with limited access to career development, professional networks, or educational resources often struggle to find mentorship, sponsorship, and growth opportunities in the tech industry. Hiring practices further contribute to high turnover rates.

2024-2027 AOT STRATEGIC PLANNING PILLARS

IMPACT

Deepen the impact of our program and curricula on student and alum's success across all regions.

FUNDING

Grow and diversify revenue streams to increase organizational sustainability and impact.

INFRASTRUCTURE

Scale infrastructure and operations across all regions to share alignment of processes.

PARTNERSHIPS

Build and deepen strategic partnerships to strengthen and leverage resources that increase organizational impact.

EXPANSION

Expand AOT's reach and influence through programmatic expansion to Atlanta and storytelling / marketing efforts.

OUR PROGRAM MODEL

America On Tech's program model is a multi-layered pathway to address the gap in tech education and employment.

All of the programs are industry aligned, responsive to the times and project based where students are learning coding languages and frameworks.

SKILLS TRAINING

- Web Development
- Cyber Security
- Data Science
- UX Design
- Product Management
- Digital Marketing
- Artificial Intelligence

ADDITIONAL SUPPORT

- Stipends
- Laptops / Tech
- Professional Development
- Mentorship
- Internship and Job Placements

HIGH SCHOOL

SOPHOMORE - SENIOR YEAR
(16-18 YEAR OLDS)

TECH360 PROGRAM

3-WEEK SUMMER TRAINING PROGRAM, WHERE STUDENTS LEARN THE FUNDAMENTALS OF ARTIFICIAL INTELLIGENCE.

TECH FLEX LEADERS PROGRAM

12-MONTH IMMERSIVE TRAINING PROGRAM, WHERE STUDENTS LEARN AI-ENABLED TRACKS SUCH AS ADVANCED WEB DEVELOPMENT, UX DESIGN, DIGITAL MARKETING, PRODUCT MANAGEMENT AND DATA SCIENCE BEFORE PURSUING SUMMER INTERNSHIPS.

ALUMNI NETWORK

COLLEGE AND/OR CAREER

ALL ALUMNI AND COLLEGE STUDENTS
(18-24 YEARS OLD)

ACCESS TECH

JOBS AND INTERNSHIPS PROGRAM FOR 18-24 YEAR OLD ALUMS WITH A STRONG INTEREST IN CAREERS IN TECH THAT LEADS THEM TO JOBS IN THE SECTOR.

PEER MENTORS

PAID JOBS FOR ALUMS WITHIN AOT'S PROGRAMS THAT PROVIDE THEM WITH WORK EXPERIENCE, LEADERSHIP SKILLS AND OPPORTUNITIES TO REFINE THEIR TECHNICAL ABILITIES.

FELLOWSHIPS

FELLOWSHIP PROGRAM ADOPTED BY EMPLOYERS FOR 18-24 YEAR OLD ALUMS LOOKING TO LEARN ABOUT SPECIFIC CAREERS IN TECHNOLOGY.

10 YEARS OF IMPACT

America On Tech was founded in 2014 by Jessica Santana and Evin Robinson, who, while working in the tech industry, saw firsthand the challenges keeping many talented individuals from entering the field. Determined to change this, they sketched out a plan on coffee napkins, envisioning an organization that would open doors to tech careers for young people from underestimated communities.

What started as a 20-student pilot program in Brooklyn in 2014 has since grown into a transformative movement that has empowered over 5,000 future technologists across New York City, Los Angeles, and South Florida — and soon, Atlanta.

Today, AOT is “serving the students they once were,” breaking barriers and building pathways to a more inclusive tech industry.

5,300+ STUDENTS

PARTICIPATION IN AOT'S TECH
CAREER READINESS PROGRAMS
HAS INCREASED 74% ANNUALLY

1,092 INTERNS PLACED

SINCE 2016

\$4.1M IN WAGES

EARNED BY AOT STUDENT
INTERNS

\$2.4M IN STIPENDS

DISSEMINATED TO AOT
STUDENTS

**AOT STUDENTS ARE 2X
MORE LIKELY TO ATTEND
COLLEGE**

**AOT STUDENTS ARE 5X
MORE LIKELY TO BE STEM
MAJORS IN COLLEGE**

4 LOCATIONS

NEW YORK CITY, LOS ANGELES, MIAMI
AND ATLANTA ARE LOCAL HUBS WHILE
WE ARE A NATIONAL ORGANIZATION

7 TECHNICAL TRACKS

OFFERED TO STUDENTS

AI STRATEGIC PRIORITIES

Evolving the Organization - Build a robust organizational structure to support the strategic implementation of AI initiatives.

Evolving the Programs - Develop and continuously update a comprehensive AI curriculum that equips students with the latest knowledge and skills.

Evolving the Operations - Develop and continuously assess how the organization's operations can leverage AI tools to maximize efficiency and optimize performance.

Evolving the Field - Collaborate and educate the tech workforce ecosystem to ensure underestimated communities are benefitting from the AI revolution



AI COUNCIL MEMBERS



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NATASHA WEINSTEIN
Sr. Manager, Product
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WWW.AMERICANTECH.ORG

AOT LEADING THE WAY IN AI

AI CURRICULUM + STUDENT ENGAGEMENT

TECH360 was reimaged as Intro to AI: An industry-aligned 50 hour course that equips students with the knowledge, skills, and mindsets to confidently interact with AI. As a final project, student build an AI-Powered Chatbot.

- High Demand: 962 applications for 410 slots

INTRO TO AI PROGRAM SYLLABUS

L1	Student Orientation + AI Foundations
L2	Machine Learning & Deep Learning
L3	Machine Learning Application
L4	Traditional AI
L5	GenAI: Tools
L6	GenAI: Ethics
L7	Our AI-Powered Future
L8-L11	Final Project: Introduction, Prototype, Test, Product Pitch
L12	Preliminary Competition + Graduation

INSTITUTIONAL AI PROJECTS

1. Impact Reporting AI Agent

A custom-built AI reporting tool designed to automate student impact analysis, data visualization and alumni tracking. Developed in partnership with Salesforce, Accenture, and Nielsen)



Featured [interview](#) with AOT CEO Jessica Santana at 2025 Salesforce Agentforce Conference at Javits Center in NYC

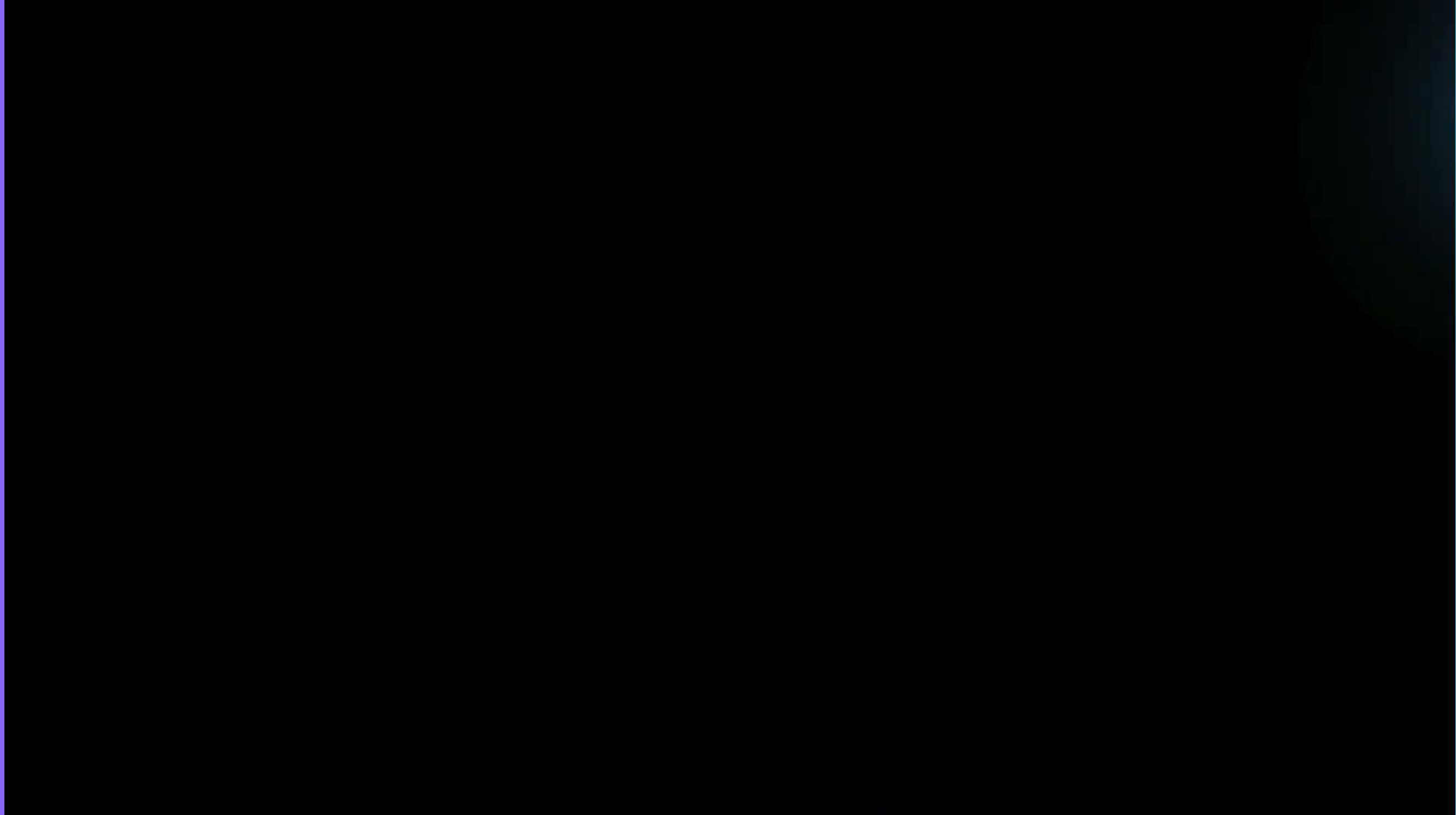
2. AI Communications Assistant

A Custom GPT to automate drafting of social media, newsletters, and blog posts that was built within the Tech:NYC Decoded Futures Program

3. AI Governance

Developed a robust AI Policy, Ethical Framework and Inclusion Statement to ensure the ethical and responsible use of AI technologies across AOT operations

STUDENT FINAL PROJECT VIDEO



PROGRAM OUTCOMES

Outcomes of the Summer 2025 Intro to AI Program

Program Impact at a Glance:

- 386 students graduated across NYC, LA, and Miami with an overall 94% completion rate
- 99% of students said they would recommend TECH360 to a friend interested in technology
- 96% of graduates reported understanding AI literacy concepts, and 90% can now evaluate AI tool outputs
- \$167,275 in stipends were distributed to remove financial barriers to participation
- 91% of graduates gained confidence in networking with professionals and peers after completing the program
- 78% of students feel more prepared to pursue technology degrees and careers post-graduation

WHAT MAKES THIS UNIQUE

1. Goes Beyond One-Time Workshops
2. Built on a Decade of Proven Impact
3. Focus on AI and Future-Ready Skills
4. Designed for Underserved Schools and Nonprofits
5. Deep Industry Integration with AOT's AI Council and corporate partners
6. Scalable and Sustainable, equipping educators to bring high-quality AI learning directly to local youth.



THANK YOU

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