

YEAR END REVIEW

20

A YEAR OF
GROWTH &
RESILIENCE

25



**THE AI FORWARD
ALLIANCE**



Building the Engine for **25 Million** AI-Ready Innovators

2025 made one truth impossible to ignore: The AI Forward Alliance members are shaping the next era of AI. Together, **our partners reached more than 53,000 girls, mentors, judges, and alumnae**, each gaining the skills to turn AI into real-world solutions.

This impact is exponential – and it’s accelerating.



1200 AI SOLUTIONS CREATED, 2025

1000 WAYS TO USE AI FOR GOOD

TECHNOVATION

SEASON 2025

CANADA
COOKMATE:
A voice-controlled AI app that guides blind and low-vision users step by step in the kitchen, making cooking safe, simple, and accessible.

SPAIN
AGROVISION:
An AI app that helps farmers monitor crops, predict yields, and optimize irrigation using real-time data and computer vision.

UKRAINE
SIGNBRIDGE:
An interactive web platform using computer vision to make learning Ukrainian Sign Language easy, inclusive, and accessible for all.

INDIA
SIGHTLINE:
An AI app that empowers visually impaired users with obstacle detection, road-crossing guidance, and currency recognition—making smartphones a tool for safe, independent living.

UNITED STATES
CLARITY MIND:
An AI app with a smart recorder that helps people with schizophrenia track symptoms, reframe thoughts, and access support tools.

CHILE
GREEN LENS:
An AI app that recognizes plants from photos, giving care tips and connecting users through a community forum to fight biodiversity loss together.

BRAZIL
EDUCA AI:
An AI-powered learning platform that personalizes education for students, adapting lessons to individual pace and style, and providing real-time feedback for teachers.

KENYA
HER HEALTH:
An AI-powered confidential app for teenage girls, offering sexual health education, HIV prevention tools, and supportive resources.

Girls Didn't Just Learn AI – They Solved Problems No One Else Was Solving

1,200 teams | 120 countries | AI solutions that matter

Across continents, young women spotted urgent gaps in their communities and built AI to close them.

- Detecting crop disease before it wipes out a harvest.
- Creating women's health diagnostics in underserved regions.
- Designing navigation support for blind users.

These aren't classroom exercises. They are answers to problems most companies haven't reached.

At the 2025 Technovation World Summit, finalists pitched to global leaders. As [Dr. Vilas Dhar from the Patrick J. McGovern Foundation](#) reminded them: “Your work isn't the future - it's already changing the present.”

This is the ground where future AI leaders emerge - and Alliance partners are up close to see the shift as it happens.



Industry Meets Ingenuity: **When Girls and Corporations Build Together**

ServiceNow and EY set a new benchmark for what authentic partnership looks like.

ServiceNow and EY opened their doors to Technovation teams for deep technical feedback sessions. Girls brought prototypes; engineers brought expertise. What happened was transformative - for both sides.

Employees saw ingenuity, clarity, and courage they don't often witness in internal teams. Girls walked away with real-world insights that professionalize their ideas.

As EY's Thiru Vengadam put it: "It's a holistic entrepreneurship program, not just focusing on STEM alone, but taking STEM and making it applicable to your whole world."



The message is clear: companies that partner with the Alliance aren't mentoring students - they're co-creating the future of AI with them.

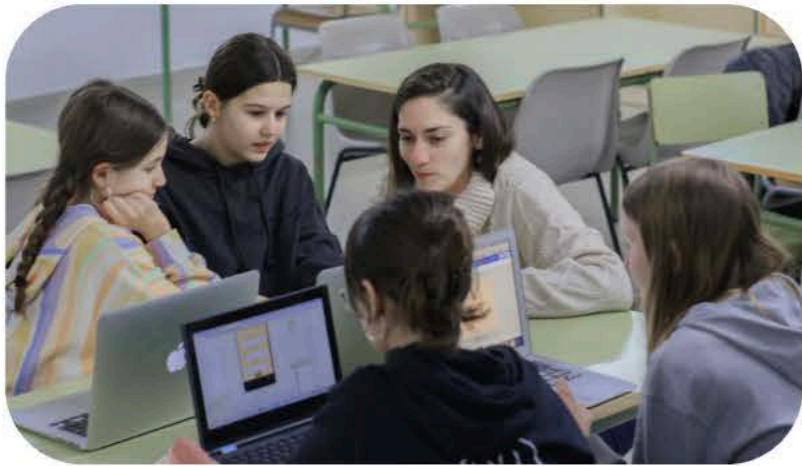


Through Technovation's relentless leadership, TAIFA members have enabled thousands of girls to move beyond learning to creating, designing AI-driven solutions that uplift their communities and forge the next generation of changemakers. UNICEF is proud to partner with Technovation, and TAIFA, to accelerate progress toward SDGs 4 and 5, building a better world for all."

- Wycliffe Otieno, Senior Advisor, UNICEF

TECHNOVATION JOURNEY → SKILLS OF THE FUTURE

PROBLEM DISCOVERY



"We started with a simple idea: help farmers detect pests easily, but along the way, I learned so much more"

CRITICAL THINKING

COMPLEX SYSTEMS THINKING

PROBLEM FRAMING & STRUCTURING

SOLUTION DESIGN



"77% had never worked officially. That number shocked us - and gave us motivation to keep building"

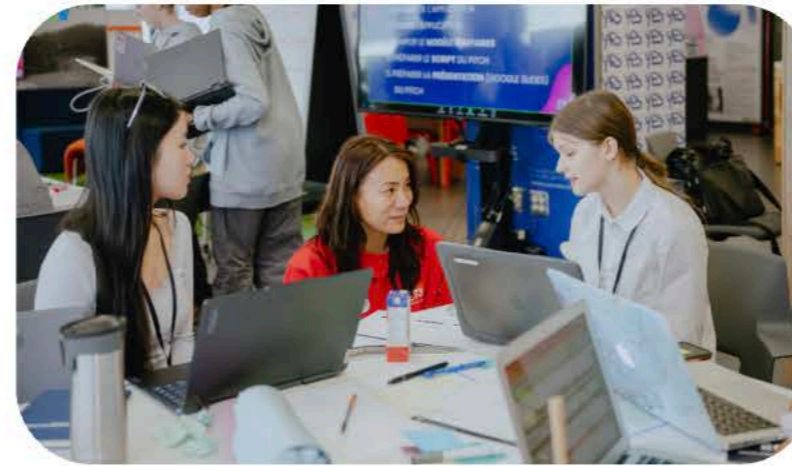
NAVIGATING UNCERTAINTY

DEBUGGING

INFORMATION PROCESSING & SYNTHESIS

AI TOOL SELECTION

USER TESTING



"Early versions were too complex, so after user feedback, we simplified it to just two taps"

EMPATHY

COLLABORATION (HUMAN + AI)

ANALYTICS & PREDICTION

ACCELERATED EXECUTION

BUSINESS STRATEGY & ADOPTION



"We had a business meeting with the director of a recycling company, acquiring skills of writing official letters"

AGILE, LIFELONG LEARNING

HUMAN-AI RAPID PROTOTYPING

COGNITIVE LOAD MANAGEMENT

LEAN ENTREPRENEURSHIP

PITCHING & DEMO DAY



"This journey taught us how to combine technology with social impact"

EMOTIONAL RESILIENCE

STORYTELLING

HUMAN POWER SKILLS

TECHNICAL SKILLS

ANALYTICAL SKILLS

PROCESS SKILLS



Doing what “Future-Ready” Actually Means

13 experts. 12 months. A future-skills framework grounded in evidence, not hype.

At Mobile World Congress, EY brought together global leaders to tackle two big questions: how to bridge the AI and digital divide for women entrepreneurs, and how to build careers that can grow alongside AI.

That dialogue continued at the UN Commission on the Status of Women - and ultimately evolved into a year-long investigation of a single, pressing idea: What must students learn now to succeed in an AI-first world?

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Through literature review, expert workshops, and rigorous cross-sector analysis, the Alliance produced a future-skills framework already shaping curriculum, educator training, and program design across our partner ecosystem.



“What I've found most impactful about the alliance is coming together with like-minded companies to learn about creative ways to use AI responsibly and inclusively. Also, to hear how the industry is progressing in different countries, sectors and with youth innovators.”

- Lauren Benne Executive Director, TE Connectivity Foundation

This is more than thought leadership - it's thought partnership, with each organization contributing the pieces only they could offer.



As a member of the Alliance, we have the opportunity to engage with other industry professionals, fostering collaboration to drive meaningful systemic change. Our involvement in TAIFA has empowered us to leverage our organizational strengths and mobilize hundreds of EY professionals to volunteer and support the next generation of AI changemakers globally.”

- Abigail Gooch, Global Corporate Responsibility Strategy Activation Leader, EY





What Alliance Members Learned About AI This Year

A New Kind of AI Literacy: Technical, Human, and Planetary

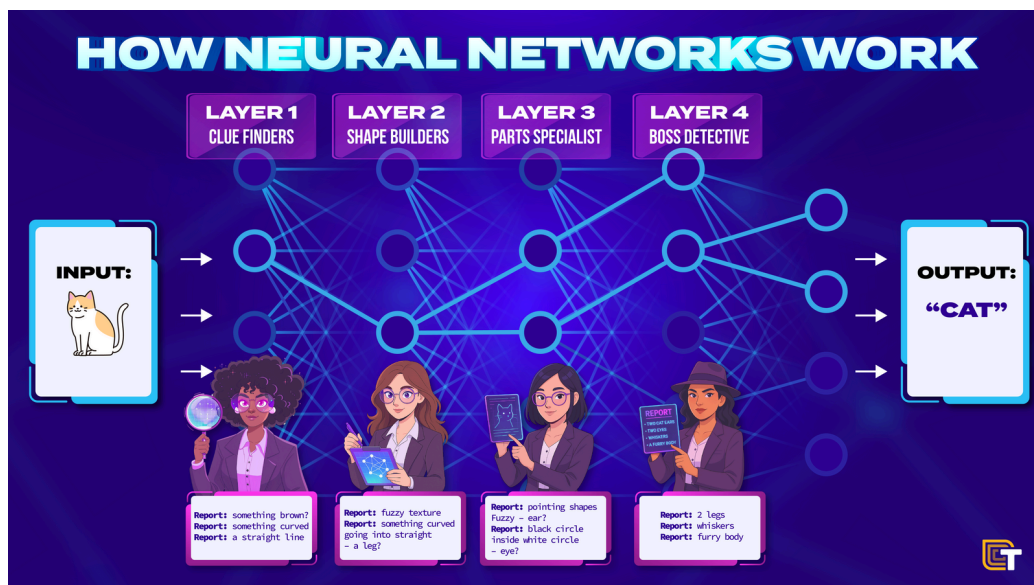
Through the monthly Alliance meeting discussions, as well as rigorous study and curation of AI research and developments, we shared insights and resources such as [The AI Primer](#) to build a more holistic picture of AI where practitioners, educators, and concerned citizens could deepen their understanding of how AI works, but also understand that the future isn't only technical - it's geopolitical, economic and deeply human.

One of the most resonant insights came from our piece "[Why Is My AI So Boring?](#)", which helped members understand why today's LLMs often give predictable answers: they don't update beliefs or reason - they simply predict the next likely word.

This "mode collapse" risks automating the past instead of enabling true innovation.

We paired this with the Daedalus Problem, showing how overreliance on imitative AI can trap societies in sameness. This pushed members to think beyond efficiency and toward [Yoshua Bengio's vision of "Scientist AI"](#) - systems that can reason, update beliefs, explain uncertainty, and generate original ideas.

To make these concepts intuitive, we also shared accessible explainers like "[How Would You Explain a Neural Network to a Child?](#)", using a playful detective analogy that helped members build shared language around how AI learns.



[FULL PREVIEW OF GRAPHIC](#)

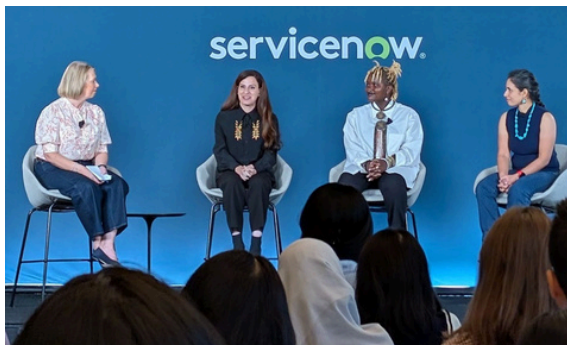


Changing the Global Narrative: Beyond AI Literacy to AI Innovation

TE Connectivity’s Phil Gilchrist joined us in publishing [The Innovator’s Dilemma](#) , arguing that the real challenge isn’t AI training - it’s creating structures that help employees innovate alongside AI systems. Companies have already begun adopting the frameworks.

Meanwhile, ServiceNow brought the documentary Ada’s Daughters to the United Nations General Assembly. The film followed three Technovation alumnae building AI solutions in their communities - moving policymakers and funders to invest in young women as creators, not consumers.

This is how the narrative around AI inclusion changes - when partners lead together.



Changing an Entire Generation’s Trajectory

Google + Technovation: Creating the world’s largest women-in-AI pipeline

With Google's support, Technovation launched [AI in Action](#), the first evidence-based, student-centered AI curriculum purpose-built for the classroom.

Then came a historic shift: the integration of Google’s Women Techmakers community. The Alliance became home to the largest women-in-tech network in the world, with 250,000 professional technologists directly connected to the pipeline of girls entering the field.

This is no longer a program - it’s an ecosystem. A continuum. A global bridge from learning → doing → leading.

Google also enabled Technovation’s partnership with UNICEF’s Generation Unlimited to launch the [AI Ventures Accelerator](#) , one of the largest global accelerators for young women building AI-powered businesses. This reframed young women not merely as “future talent,” but present-day innovators.



Because everyone has challenges they know about, everyone has community issues. And if AI can be a tool to help those challenges, then by all means we want to expand the aperture for what students think is possible with AI."

- Kevin Holst, Strategic Partnership Development Manager, Google



AI Jobs at Scale: From Skills to Income, Careers, and Local Economies

A new global workforce is emerging - and Alliance partners are building it.

EY convened Technovation leadership and alumnae to tackle the hardest challenge in AI workforce development: How do we turn AI training into real AI jobs at scale - especially in low- and middle-income countries?

Three insights emerged:

- **SMEs- not big tech - are where the world's AI jobs will be created.** Small and medium enterprises need AI for supply-chain optimization, cost reduction, task automation, demand prediction, and workflow redesign. They just don't have the talent to do it.
- **Young AI-native innovators are uniquely positioned to fill this global talent gap.** Technovation alumnae already have the problem-solving mindset and entrepreneurial resilience SMEs need. With targeted training, they can become in-country AI consultants who help businesses integrate AI responsibly and affordably.



Technovation students in Kenya
Photo credit: Marlene Cherop Chirchir



Technovation students in Nigeria
Photo credit: Stephanie Adesanya

- **A scalable training-to-employment pipeline is emerging.** Together with Oxford Saïd Business School and EY, Technovation is building a global bench of locally based AI consultants, trained to deploy AI in real operational contexts.

This could become one of the world's most scalable AI workforce development models - and a defining differentiator for Alliance partners in AI inclusion, economic mobility, and equitable AI adoption.

This is a future where young women aren't just learning AI - they're getting paid to deploy it.



The Alliance Advantage: A Global Engine No One Else Has Built

This is bigger than any one organization. The AI Forward Alliance is building, simultaneously:

- Evidence-based AI curriculum
- A global mentorship and professional network
- Groundbreaking research and policy influence
- AI entrepreneurship pipelines
- A global workforce development model for in-country AI consulting

This interconnected structure is something no single company or institution can replicate.

The metrics - 53,000 individuals reached, 1,200 teams solving real-world problems, 250,000 professionals connected, thousands of alumnae entering AI pathways—signal one thing: This movement has hit critical mass.

And The AI Forward Alliance partners are shaping the direction of AI globally.



ServiceNow and EY have been working together on several different initiatives, and because of that we actually ended up realizing that we were both in the AI forward Alliance... through this we've really come together and started thinking about the different resources that both of our firms have.”

-Lyndsay Harris-Kyei, Vice President of Global Impact and Sustainability, ServiceNow

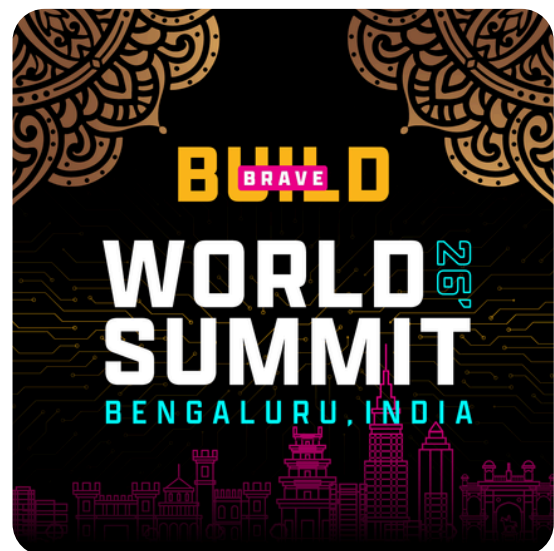
Looking Ahead: The Next Leap Forward

**Education → Innovation
→ Employment → Leadership**

2025 showed what happens when young women are given the tools, trust, and ecosystem to build with AI. They don't wait for permission - they innovate.

In 2026, we will deepen the pathways from classroom to career, from prototype to company, from local talent to global leadership.

Because together, we are not preparing women for the AI era. We are building the AI era itself.



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