

Booz Allen | Foundation
2024 Annual Report



Empowering the Next Generation

Accelerating Innovation Through
Advanced Technology

Letter from the Executive Director

In 2024, the Booz Allen Foundation (BAF) leaned into the power of partnership, with a drive to foster meaningful impact, engage a greater number of people, and bring forward a new place-based philanthropy model. We've built on previous years' successes and ushered in progress for our grantees, employees, and the future of a tech-savvy workforce.

According to Jobs for the Future, STEM skills, such as AI and big data, are projected to grow faster than any other career trajectory in the next five years. Many U.S.-based companies have incorporated STEM into their social impact priorities to help future professionals succeed. We join in that commitment, focusing on AI literacy and advanced technology readiness to address national needs.

We support STEM education by hosting convenings, partnering with dedicated nonprofits, and helping passionate employees bring cutting-edge learnings to the next generation, a vital benefit to students and our communities. The Bureau of Labor Statistics projects an increase of more than 10% in employment for STEM occupations by 2033, where non-STEM occupations are expected to grow by only 3.4%.

From 2023 to 2024, we increased our grantmaking while recommitting to previous grantees nominated by Booz Allen employees. For example, SD Squared brought high-quality STEM education to our youngest learners in low-income housing. We also sponsored the AI conference for the STEM Ecosystems National Convening in Chicago, empowering over 650 educational leaders.

Looking forward to 2025, we're excited to launch bigger, bolder work, through programs that are integrated into the fabric of company initiatives. As we tap into the deep well of expertise from Booz Allen's leadership and our grantee partners, we continue to drive greater impact.

I'm proud of the work we're doing to champion advanced technology readiness and literacy while maintaining a steadfast commitment to the safety and wellness of students. This commitment is ever-present in our drive for innovation.

Christine Hoisington
Executive Director, the Booz Allen Foundation



MISSION

Leverage advanced technology to build generational resilience.

FOCUS

Inspire and empower new pathways of opportunity for STEM and advanced technology careers.

IMPACT

- In 2024, the majority of our grantees **met or exceeded** their primary beneficiary goal by **28%**.
- BAF grants **positively impacted over 3,330 students and youth** in 2024.



Place-Based Philanthropy Transforms in 2024

A STRATEGIC APPROACH TO TRANSFORMATIVE IMPACT

The place-based philanthropy model—which piloted in San Diego and has since expanded to Washington, DC—drives powerful impact by emphasizing a collaborative approach rooted in partnerships.

Learn more about our place-based approach on page 7.

Leading the Way in AI and Cyber Literacy

In 2024, BAF focused on making a lasting impact across three pillars—participating in and hosting convenings, philanthropic nonprofit partnerships, and Booz Allen employee engagement. We're proud to support amazing nonprofits that are committed to advancing technology readiness in their communities.

BRINGING PEOPLE TOGETHER

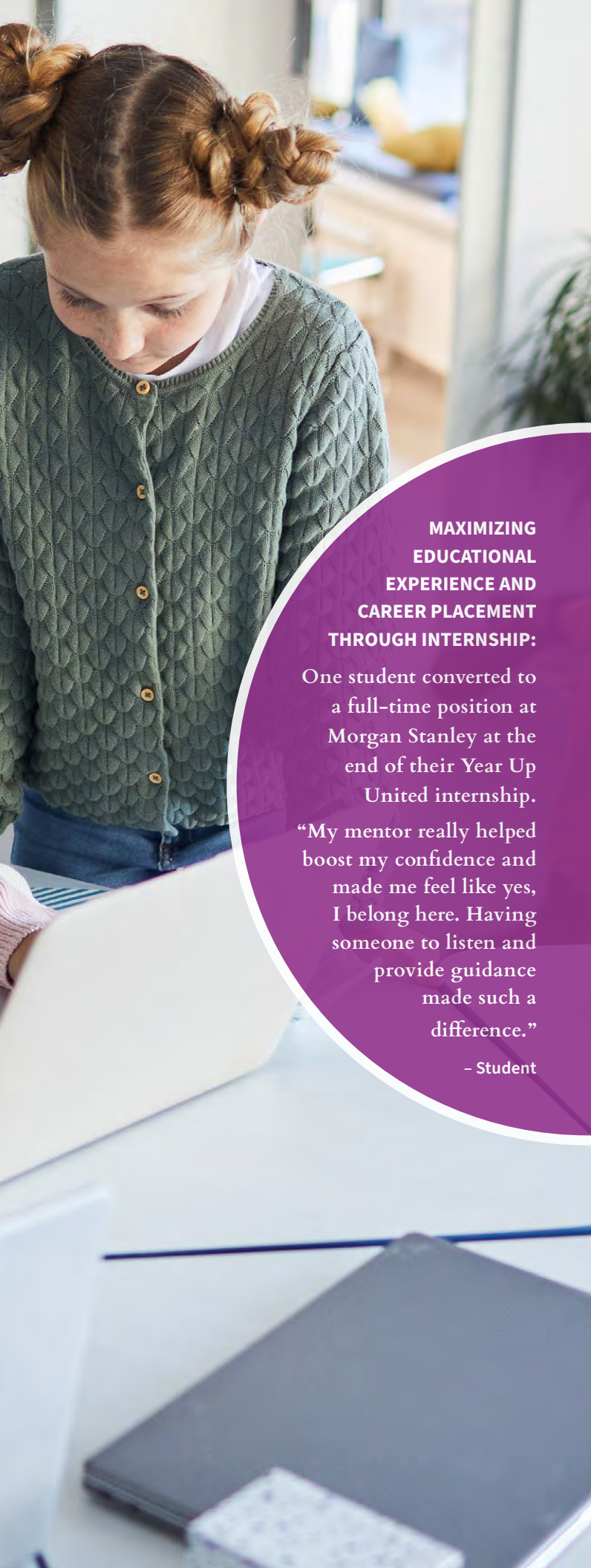
The Teaching Institute for Excellence in STEM (TIES) brought their AI Summit to the annual convening of the STEM Learning Ecosystems Community of Practice, Access in Action, hosted in Chicago in October. Over **650 attendees participated** in this event to empower educators in their pursuit of integrating AI literacy and readiness into their curricula.

MAKING IT FUN

Student-Athletes Organized to Understand Leadership, better known as SOUL, re-branded their data science program to “The Jordan Effect” with the goal of attracting more youth engagement. The gambit worked. SOUL tripled their enrollment for the 2024-2025 year and saw a 200% increase in the number of program partners, including the addition of the Washington Commanders, Washington Wizards, and DC United.

Year Up United and Spark the Journey, nonprofit partners based in Washington, DC, **exceeded their goals for student retention and job placement by 22%**. With BAF's ongoing support, they were able to successfully place 71% of students in full-time jobs. These organizations continue to drive social change in the community by providing access to mentorship, community support, technical career readiness, and work-based learning experiences to prepare students for in-demand career pathways.





**MAXIMIZING
EDUCATIONAL
EXPERIENCE AND
CAREER PLACEMENT
THROUGH INTERNSHIP:**

One student converted to a full-time position at Morgan Stanley at the end of their Year Up United internship.

“My mentor really helped boost my confidence and made me feel like yes, I belong here. Having someone to listen and provide guidance made such a difference.”

– Student

BUILDING ON A FOUNDATION OF SUCCESS

This year, SD Squared was named one of the Affordable Homes & Communities (AHC) Top Stories of 2024. Partnering with BAF and AHC, they launched a groundbreaking program for grades one through three, providing access to critical interventions. With BAF’s support, SD Squared also partnered with aiEDU and the Institute for Multisensory Education.

Thanks to their BAF grant, SD Squared added new curricula such as chemistry, mechanics, space exploration, pollinator preservation, robotics, and coding. Their Academy has seen a huge increase in student and community engagement, with growing rosters of volunteer tutors, STEM leaders, and outside speakers. With such amazing forward movement, they plan to add four more locations to reach even more students in the coming year.

“This one little girl said her favorite activity was building robots. Later, I asked her what she wanted to do when she grew up and she said, ‘I’m going to build robots.’

It’s not just the dollars. These kids need champions.”

– Krista K. Gauthier,
Founder and President of SD Squared

Leaning In: Strategic Engagement for Lifelong Impact

BAF continues our commitment to making an impact in workforce development, equipping the next generation with tools to leverage advanced technology. In 2024, we narrowed our portfolio of grantees and deepened our support for worthy initiatives that have truly inspired us.

CONNECTING AI TO CAREERS IN HEALTHCARE

In 2024, BAF partnered with Rady Children's Hospital to develop curricula and teach workshops on AI in healthcare. The program aimed to encourage high school students who expressed interest in both fields by giving them practical insights from real-world professionals. "We really try to emphasize that healthcare is lifelong learning. You never stop. And that's the joy of it," explained Mary Beth Moran, Director of the Center for Healthier Communities.

Booz Allen employees played a big role in Rady Children's program success, delivering four workshops to give students a hands-on, high-quality experience with cutting-edge technology for tomorrow's healthcare professionals. Summer Medical Academy students took part in lectures, interactive discussions, clinics, group projects, career panels, and networking activities. With BAF's support, the hospital awarded five Summer Academy scholarships and taught over 150 students about AI and the future of AI in healthcare.





CONVENING TO AMPLIFY AND ENCOURAGE FELLOWSHIP IN SAN DIEGO

On June 21, 2024, the BAF hosted a breakfast for grantees at the Elementary Institute of Science to discuss their inspirational work fostering pathways to STEM careers in Southeast San Diego. It was a wonderful opportunity to celebrate our grantees, foster collaborations, and discuss innovative ways to help San Diego students achieve greater STEM success.

SNAPSHOT: 2024 EMPLOYEE-NOMINATED GRANT RENEWALS

- **Beacon House Community Ministry**
Beacon House promotes academic advancement and personal growth for children in Washington, DC's Edgewood neighborhood, empowering them to become lifelong learners who achieve their greatest potential. In 2024, more than 100 kids took part in the annual summer camp and Summer Youth Employment programs. One hundred percent of their 12th graders not only graduated, but planned to enlist in the military or attend college.
- **B-360**
B-360 brings dirt bike culture together with STEM education in a unique program to build bridges in communities, enhance career preparation, and equip Baltimore's youth for tomorrow's opportunities. With BAF's support, B-360's summer camp was a major success in 2024, serving 147 campers and employing 27 young adults.
- **Middle Georgia STEM Alliance via the 21st Century Partnership**
The 21st Century partnered with Booz Allen, Mercer University, and Middle Georgia State University to hold 12 boot camps and programming contests in middle Georgia, training 207 students and working with 35 new teachers.
- **Endeavor to Dream Foundation**
The Endeavor to Dream Foundation develops STEM education programs encouraging academic, professional, and social development among young men in the Dulles-Leesburg, VA, region. In 2024, the organization supported over 150 young men with mentorship, college and career days, and a STEM/drone initiative. These programs provided valuable skills in coding, engineering, and robotics, sparking interest in high-demand tech fields.
- **FIRE STEM**
FIRE STEM helps science and engineering students develop proficiency and confidence to succeed in STEM and entrepreneurial arenas. In 2024, FIRE Rockets expanded programming across the U.S., and six of their seven mentees were selected to represent the U.S. at the World Championships in summer 2025. One hundred percent of their 2024 seniors are attending college, with 63% pursuing STEM degrees.
- **SOUL Programs**
Student Athletes Organized to Understand Leadership (SOUL) develops sports analytics programs to teach STEM career skills through sports. In 2024, enrollment in their sports analytics education program, now named "The Jordan Effect," increased threefold with an overflow of students interested in the program.
- **UMB CURE Scholars Program**
The UMB CURE Scholars program prepares students in sixth through 12th grades for careers in research and healthcare. In 2024, UMB CURE saw growth, with all CURE seniors accepted into college, including 47 early acceptances and 100 acceptances overall. One hundred percent of the 2024 graduates are majoring in STEM.
- **Rady Children's Hospital**
Rady Children's Hospital's Medical Academy provides learning opportunities for high schoolers interested in healthcare careers. Learn more about their success in "Connecting AI to Careers in Healthcare" on page 4.



Spotlight

SUCCESS TAKES SYNERGY

Lincoln High School in San Diego believes student success requires the commitment of multiple stakeholders, including teachers and community members. When the junior class took a field trip to San Diego State University Engineering Design Day, the experience touched such a nerve that the students created Lincoln's inaugural robotics team. In their very first year, Lincoln's Steel Stingers won the Regional Rookie All-Star trophy at the 18th Annual San Diego *FIRST*® Robotics Competition.

The 13-student team qualified for the world championship in Houston, a significant experience in more ways than one: Traveling to the competition would be the first time many of the students left the state or stayed in a hotel room.

STEM FOR ALL AGES

The Elementary Institute of Science (EIS) in San Diego supports students in grades K through 12. In 2024, their initiatives included SciTech Tuesdays to increase student participation in AI and internships at the UC San Diego Outreach Program for Advancing Learning in STEM (OPALS). As part of our place-based model and due to BAF's investment, EIS increased student engagement and developed new partnerships with area corporations and the Lincoln High School community.

“People need to realize that STEM is important and does change lives. We want to make sure that people know it does make a difference for students to have access.”

– Baltazar Perez

Director of Innovation
and Partnerships,
Elementary Institute of Science

The Place-Based Philanthropy Model

What is place-based philanthropy?

It's a strategic approach where donors focus their resources and efforts on a specific location, such as a single neighborhood or municipality or a collection of counties. The model supports multiple organizations as they launch programs in a dedicated area, creating a collaborative and truly powerful approach to philanthropy.

SAN DIEGO, CA

We launched the pilot for our place-based philanthropy model in Southeast San Diego, fostering collaboration between multiple organizations serving the area.

We proudly support several grantees such as:

- Elementary Institute of Science
- Girl Scouts of San Diego
- Lincoln High School
- United Way of San Diego

By adopting a place-based approach to our philanthropy and Booz Allen employee engagement, we've been able to support the overall local economic development ecosystem while helping community organizations keep pace with technological innovation.

"Through our work with the San Diego Economic Development Corporation (EDC), we've learned that access to quality training is the best way to break cycles of poverty for more San Diegans," said Jennie Brooks, Senior Vice President at Booz Allen. "The Booz Allen Foundation has been our strategic partner in enabling opportunities that create lasting change. Its comprehensive reach across Southeast San Diego schools, nonprofits, and community organizations is certain to make an indelible impact."

"Modern youth apprenticeship is a critical puzzle piece in addressing the needs of our local economy and closing the opportunity gaps that prevent many young Washingtonians from participating in that economy... The support of place-based philanthropy enables us to do this critical work and share our learning and progress in ways that will strengthen the broader career pathways in DC."

– Jennie Niles, President & CEO, CityWorks DC

WASHINGTON, DC

With the success of the pilot in San Diego, we brought the same formula to the nation's capital. The Washington, DC, program focuses on the neighborhoods east of the Anacostia River.

In 2024, we were proud to support these DC-based grantees:

- College Track
- CityWorks DC
- On-Ramps to Careers

With different but complementary approaches, these organizations all strive to create greater access to technological education and career pathways for DC-area students and young adults. Each of these organizations strives to create greater access to education and opportunity for DC area students and young adults. College Track offers a comprehensive college completion program that helps students become the first in their family to earn a degree. CityWorks DC works to improve early-career outcomes by creating programs and apprenticeships to foster a local talent pipeline. And On-Ramps to Careers links students with training programs to help them reach their next plateau. We're excited to see how much they can achieve in the year ahead as we bring these and other grantee organizations together for further collaboration.

A circular inset shows two young women, one Black and one Asian, looking at a laptop screen. The Black woman is pointing at the screen while the Asian woman types. The background of the entire page is a blue-toned image of a circuit board.

Building on Success

BOARD LEADERSHIP AND FINANCIALS

Since the Booz Allen Foundation's creation in 2017, Booz Allen's generous contributions, employee donation matching, and volunteer support have helped us establish grants that positively impact communities and the future of our profession. With your steadfast support, we've partnered with innovative grantees making excellent progress in initiatives for communities large and small.

We appreciate the amazing support we receive each year, and we remain committed to our role as a dedicated steward of these resources.

OUR FINANCIALS

- Total assets as of December 31, 2024: **\$4,903,273**
- Over the past four years, **398 Booz Allen employees** have donated to BAF
- In 2024, our grantmaking **increased to \$936,000**

OUR BOARD OF DIRECTORS

- **John M. Murdock**, President & Co-Founding Board Member; *shareholder and attorney at Potter & Murdock, P.C.*
- **Nancy Laben**, Treasurer & Co-Founding Board Member; *Executive Vice President and Chief Legal Officer, Booz Allen*
- **Anthony Mitchell**, Board Member; *Executive Vice President (Retired), Booz Allen*

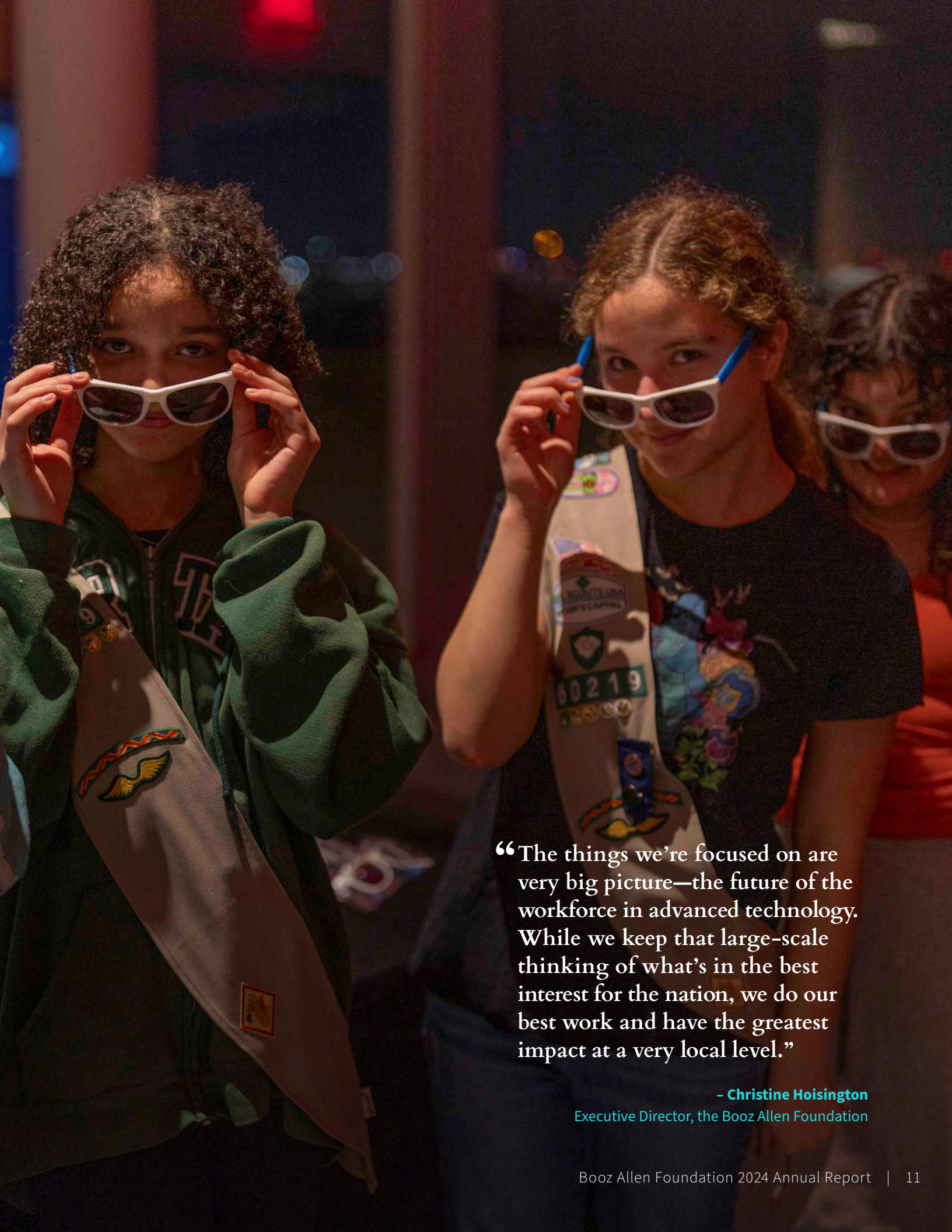
BIGGER, BRIGHTER WORK FOR THE FUTURE

Moving into 2025, BAF continues our work empowering young people across the nation to explore professions in advanced technology. With increased strategic championship from Booz Allen senior leaders, our goal this year is to take our partnerships to the next level, going deeper to drive more meaningful impact through place-based philanthropy. BAF also nurtures employee engagement through volunteer opportunities that help these initiatives flourish.

Building on past successes of programs we've been proud to support, we're now focused on bigger, bolder work that's aligned with the direction of Booz Allen. For instance, BAF is thrilled to collaborate with the Booz Allen TechXplore® initiative to empower one million students with advanced technology skills. BAF also funded the Booz Allen Foundation AI Patch program for the Girl Scouts of the National Capital Region, launching in 2025.

We envision a future dedicated to larger-scale partnerships like these, and to Foundation programs that integrate with company-wide initiatives.





“The things we’re focused on are very big picture—the future of the workforce in advanced technology. While we keep that large-scale thinking of what’s in the best interest for the nation, we do our best work and have the greatest impact at a very local level.”

– **Christine Hoisington**

Executive Director, the Booz Allen Foundation

About The Booz Allen Foundation

Many young people still lack access to the educational and career support they need to thrive in a world increasingly shaped by technological innovation. But broad participation in tomorrow's technical workforce is imperative for accelerating U.S. economic growth and national security. To address this critical challenge, the Booz Allen Foundation creates new pathways that empower students to explore their talents and discover rewarding careers in emerging technology. Through place-based grantmaking, purposeful convening, and collaboration on national-level solutions, we connect students with skill development programs and professional mentors, strengthen their self-efficacy and persistence, and remove barriers to advancement. Together with our partners, we commit to fostering a robust advanced technology-ready workforce that transforms the lives of individuals and their communities. Learn more at boozallenfoundation.org.