kyndryl

The Kyndryl Foundation Annual Impact Summary

Highlighting our progress from
April 2024 — March 2025

Foreword

As we navigate an era of rapid technological change, the Kyndryl Foundation remains focused on supporting nonprofit grantees whose work expands access to opportunity and ensures more people can thrive in the digital economy. Our 2025 Impact Summary reflects the early progress of our young organization and the meaningful outcomes achieved through our trust-based philanthropy. In partnership with 11 nonprofit grantees across seven countries, we've supported over 500,000 hours of learning, reaching more than 49,000 individuals—advancing our mission to build a more inclusive, future-ready workforce. We're especially proud of our support of cybersecurity education and skilling.

As we look ahead, four of our nonprofit grantees will continue their work with us into the coming year, and their stories of transformation are featured in this report. These partnerships, along with our broader efforts, are helping close critical gaps in digital literacy and professional skills—especially among underserved populations. Our global research, including the 2024 and 2025 Kyndryl Readiness Reports, underscores the urgency: 70% of organizations feel unprepared for cybersecurity threats, and 71% are concerned about workforce readiness for AI.

When individuals feel seen, supported, and empowered to learn, technology becomes a tool for resilience and opportunity. We hope the progress, challenges, and insights shared in this report inspire you to think, feel, and act. The potential to change lives is limitless—and we're just getting started.

Onward!

Una Pulizzi

Una Pulizzi
Kyndryl Foundation President and Kyndryl Global Head of Corporate Affairs

11
non-profit organizations

7
countries

560+
people placed in jobs

49,000+
reached through cybersecurity education, training and awareness

528,000+
hours of training and learning completed

CODEPATH*ORG

CodePath (U.S.) is transforming higher education by delivering industry-approved courses and career support to students who would otherwise not have the opportunity to gain these valuable skills.

Challenges	Solutions in progress
Lack of personalized education	Upgraded curriculum to suit the needs of underserved students
Lack of gender diversity	Increased job placements across genders

Graduates of Workday's pre-internship program at Codepath.

Kyndryl Foundation impact

- ✓ **2,160** beneficiaries trained in cybersecurity
- ✓ Engaged in **116,640** learning hours

girlsecurity

Girl Security (U.S.) promotes cybersecurity career paths for students aged 14 to 26 from underrepresented communities.

Challenges	Solutions in progress
Systemic gender-based violence and discrimination	Funding nationwide training clinics for vulnerable girls
A lack of belonging among participants	• Networking opportunities and more access to career paths • Expanded support for intergenerational voices among Girl Security Fellows

Kyndryl volunteers working with Girl Security Fellows to design solutions to pressing cybersecurity challenges.

Kyndryl Foundation impact

- ✓ **1,082** beneficiaries trained in cybersecurity
- ✓ Engaged in **291,030** learning hours
- ✓ **450** beneficiaries secured jobs following their training
- ✓ **6,000** additional individuals increased their cybersecurity awareness through the **1,000+** beneficiaries who shared their knowledge with the community as part of their training commitment

Czechitas (Czech Republic) operates nationwide to bring greater inclusion to the IT industry and foster digital proficiency in women and the next generation.

Challenges	Solutions in progress
Gender inclusion	• Job fairs • Mock interviews • Career coaching
Skills gap	• Lectures and mentorship • Training • Awareness and education

In June 2024, graduates of the Czechitas Digital Academy in Cybersecurity presented their hackathon projects and received their certificates of completion. From left to right: Marta is actively involved in both Czechitas and the cybersecurity community. Radka, who was previously the target of a cyberattack, now works as a cybersecurity analyst after graduating. Petra has secured a position as a Junior Security Analyst.

Kyndryl Foundation impact

- ✓ **1,594** female beneficiaries were trained in cybersecurity
- ✓ **344** attended job fairs for better job readiness
- ✓ Engaged in **26,773** learning hours
- ✓ **1,527** graduated, with **23** certified by the Digital Academy and **56** certified as Information Security Specialists
- ✓ **50%** employment rate among Digital Academy graduates
- ✓ **28,553** individuals were reached through a targeted cybersecurity education and awareness campaign, including career tests to recommend cyber security pathways
- ✓ Partnered with **six** local and **eight** global companies to advance reach and visibility

digivia

Digivia (Czech Republic) aims to create a better world by connecting technology to socially beneficial activities.

Challenges	Solutions in progress
Limited resources	Comprehensive cybersecurity kits with tools and templates
Lack of written cybersecurity policies	Practical tools for cybersecurity management

Maria Falkiewicz-Gancarz, Vice President and Head of Kyndryl Collaborative in Czechia, and Radka Bystřická, Executive Director of Digivia, are presenting at the Digivia 2024 Cybersecurity Summit.

Kyndryl Foundation impact

- ✓ **275** beneficiaries trained in cybersecurity
- ✓ Engaged in **2,011** learning hours
- ✓ **1,649** individuals benefited from the cybersecurity kit

npower

NPower (U.S.) aims to build a more inclusive workforce by offering digital career opportunities to underserved young adults and military veterans, helping them thrive in the digital economy and achieve economic success.

Challenges	Solutions in progress
Low tech employment rates	• Networking and hiring events • Contract roles for short-term economic stability
Slow career growth	Industry-recognized training and certifications

Celebration event for over 130 graduates from the Tech Fundamentals Spring 2024 cohort.

Kyndryl Foundation impact

✓ **120** beneficiaries trained in advanced cybersecurity

✓ Engaged in **43,200** learning hours

✓ **70** beneficiaries secured jobs following their training

sodateage

NPO Sodateage Net (Japan) aims to support young adults' economic independence through employment support programs, awareness activities, career guidance and parental support.

Challenges	Solutions in progress
Lack of employment opportunities for socially reclusive youth	• Fundamental, basic and advanced courses in cybersecurity • Opportunities for social interaction • Mentorships and facilitation

Participants explore cyber attack scenarios with Kyndryl facilitator at Sodateage Net cybersecurity program.

Kyndryl Foundation impact

✓ **188** beneficiaries trained in cybersecurity

✓ Engaged in **4,407** learning hours

✓ **12** beneficiaries secured jobs following their training

Data Security Council of India (DSCI) is an industry body on data protection, committed to making cyberspace safe, secure and trusted by establishing best practices, standards and initiatives in cybersecurity and privacy.

Challenges	Solutions in progress
Gender gaps in technology access, education and opportunities	• Complete professional development of rural women through cybersecurity training, life skills sharing and employment readiness programs • Mentorship from cybersecurity leaders and previous beneficiaries

First class of the Cyber Vaahini initiative. The program aims to empower young women through specialized training in the growing field of cybersecurity, creating new opportunities in this high-demand sector.

Kyndryl Foundation impact

✓ **100** female beneficiaries trained in cybersecurity

✓ Engaged in **48,000** learning hours

✓ **15** have secured jobs following their training

 Polska

Avsi Polska (Poland) **works to improve economic and social conditions through human capital development.**

Challenges	Solutions in progress
Unemployment stemming from skill shortages and mismatches	Programs that balance individuals and their roles in their communities
Lack of support and resources for innovation and entrepreneurship	Partnerships with the public sector and industry to co-create programs

In March 2025, a panel discussion on the role of Cyber Security and AI Strategies in Warsaw, Poland. The event brought together international experts from technology, policy, and academia to explore the ethical and practical challenges of AI deployment.

Kyndryl Foundation impact

✓ **475** beneficiaries were trained in cybersecurity

✓ Engaged in **1,750** learning hours

Alba Regia Műszaki Felsőoktatásért Alapítvány (Hungary) promotes culture, education and technology skills development to support students in tech and cybersecurity.

Challenges	Solutions in progress
Slow integration of cybersecurity into digital transformation efforts	Attitude surveys to guide development of training materials for primary, secondary and high school students
Lack of cybersecurity-centred curricula in formal education	Interactive, gamified e-learning courses focused on cultivating cybersecurity behaviors and soft skills

Students learn problem-solving soft skills at Óbuda University Alba Regia Faculty, Székesfehérvár.

Kyndryl Foundation impact

- ✓ **1,647** beneficiaries trained in cybersecurity
- ✓ An additional **3,365** individuals were reached through presentations, workshops and awareness campaigns
- ✓ Engaged in **15,367** learning hours

University of Technology Sydney (UTS) (Australia) is a leading public technology university recognized for its global impact. UTS strives to be at the forefront of technology and innovation through its strength in industry partnerships.

Challenges	Solutions in progress
Limited budgets and resources for cybersecurity in local nonprofits	Extended funding through government grants
Talent gaps	• Consultation with industry experts during program development • Paid cadetship opportunities through partnerships

UTS students within the Engineering and IT Faculty at the launch of the UTS Cyber Resilience Program.

Kyndryl Foundation impact

- ✓ **397** beneficiaries trained in cybersecurity
- ✓ Engaged **in 5,918** learning hours
- ✓ Early data indicates that the program will reach **1,412** learners by June 2027
- ✓ **1400+** courses launched to the public

npo 特定非営利活動法人
NPOサポートセンター

NPO Support Center (Japan) aims to address societal issues by connecting important stakeholders, including nonprofits, governments, corporations and foundations.

Challenges	Solutions in progress
Lack of cybersecurity expertise and IT infrastructure in local nonprofits	Cybersecurity programs imparting tools, case studies and educational content
Over-reliance on a limited number of professionals for cybersecurity guidance internally	Lack of cybersecurity expertise and IT infrastructure in local nonprofits
Lack of cybersecurity policies and regulations to guide local nonprofits	• Consultation with industry experts • Expert-led practical sessions on risk awareness, managing information and devices

Cybersecurity experts are discussing effective strategies for supporting nonprofit organizations.

Kyndryl Foundation impact

✓ **166** beneficiaries trained in cybersecurity
✓ Engaged in **332** learning hours

Stories of impact

Arriyah, a high school sophomore from Chicago, dreams of attending law school. During her training at Girl Security, she observed how current laws do not address cybersecurity regulation issues effectively – especially with the emergence of AI. The following summer, Arriyah returned to Girl Security to serve as a facilitator for the next cohort and helped co-lead a session on digital security. She then enrolled in Girl Security's National Fellowship, where she completed the 15-week workforce development course and represented Girl Security as she addressed the spring White House conference on girls and women globally in cybersecurity. Today, Arriyah has a full scholarship to the University of Illinois Urbana-Champaign, where she plans to double major in cybersecurity and political science. Eventually, she hopes to help close the gaps that separate lawmakers, society and technology.

Jana, a dedicated mother of four, has spent the last decade prioritizing her family's needs. With a degree in Informatics from Masaryk University in Brno, she has seven years of experience as a support engineer at the SMSC center, specializing in mobile networks and OpenVMS. Inspired by her twin sister's success at the Czechitas Digital Academy, Jana enrolled in the cybersecurity program and excelled, ultimately landing a role as a Security Operations Center (SOC) analyst. Her passion for technology has even influenced her children, with one attending a Czechitas IT summer camp.

As a young girl from a humble farming community in India, Jagruti always dreamed of building a better future for herself and her family. Jagruti joined the Cyber Vaahini program with DSCI and quickly gained real-world cybersecurity skills. By the end of the program, she was job-ready — and with help from the team, landed a role at Alvara. For her, it wasn't just a job. It was the start of a dream.

After dropping out of high school and being discharged from a rehabilitation facility, Yamada struggled to find employment and his place in society. When he heard of NPO Sodateage Net's Cybersecurity Program, he decided to enroll and hone the IT knowledge he had picked up in school. With the support of his mentors and Kyndryl volunteers, Yamada was able to successfully overcome his personal setbacks to complete the program and secure a job with an IT company, giving him financial independence and a deeper sense of purpose in his community.

The road ahead

In 2025, the Kyndryl Foundation expanded second-year funding to 12 nonprofits in 11 countries to advance cybersecurity and AI skills development. In this round, the program serves additional markets and select multi-year grantees to deepen community impact.

If you have questions or feedback, contact foundation@kyndryl.org.

Visit www.kyndryl.org for more information on the Kyndryl Foundation's sustainability and social impact priorities.

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