

Closing the global gap in AI workforce readiness

In partnership with the Clinton Global Initiative

GLOBAL MENTORSHIP INITIATIVE

AI is driving the biggest workforce shift in a generation

The issue isn't access to AI tools. It's whether graduates can compete in a world where AI fluency is assumed from day one.

Students with strong networks and support systems are already adapting. **First-generation, low-income, and displaced graduates** are not, and AI is becoming a new barrier rather than a bridge.

Without intervention, AI will not just change how people work. It will determine who gets the opportunity to work.



Commitment to Action
in Partnership with the Clinton Global Initiative

Our Commitment to Action aims to close the AI divide between the Global North and Global South by empowering 2,500 youth to create pathways to upward economic mobility through an **AI Fluency Certification** program.

This first-of-its-kind program will provide historically excluded young people with practical AI skills, mentorship and an employer-relevant credential that help them secure meaningful employment in the AI-powered workplaces of the future.

Keeping up with the pace of change in today's workplace

GMI is building a **workforce readiness infrastructure** that ensures talent is not left behind in the AI economy.

Through our **AI Fluency Certification program**, delivered through GMI's proven mentorship model, students learn how to:

- collaborate with AI
- evaluate outputs critically
- make sound professional judgments, and
- demonstrate AI fluency to employers

Young people are entering a world of work that many of us were never fully prepared for. Young graduates, especially those from underprivileged communities, need guidance on how to use AI tools well and how to adapt as jobs continue to change. This certification combines the power of AI with the real-world experience of a professional mentor, helping young people become more confident working with AI and better prepared for the future of work.

Rose K, Rwanda
GMI Regional Engagement Manager and Program Graduate

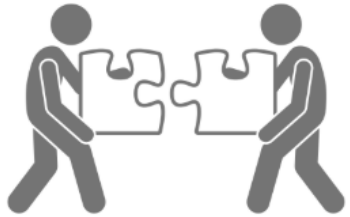


AI Fluency Program at a Glance

DURATION
6 weeks
6 modules

SESSION LENGTH
90 minutes
per live session

REGIONAL LIVE COHORT MODEL
10 students per cohort



DEPLOYMENT
Scalable,
Classroom-ready

CREDENTIAL
GMI AI Readiness
Credential

HUMAN FACILITATION
AI Specialist /
Expert Facilitator

AI Fluency in Six Modules

Awareness
Modules 1-2

- How AI systems work - generative, agentic, predictive, and conversational AI
- Comparing Claude, ChatGPT, Copilot, & Gemini
- How companies are restructuring around AI
- The human advantage - what AI cannot replace
- The Prompt Mindset: knowing what and how to ask

Confidence
Modules 3-4

- AI as workplace collaborator - hands-on practice
- Creating and employing agentic AI, and how companies are evolving
- Field-specific AI applications by industry
- The human/AI collaboration loop
- Ethics, privacy, and responsible AI usage

Fluency
Modules 5-6

- Building an AI-ready professional narrative
- Interview prep for AI-era questions (STAR method)
- LinkedIn and resume AI-fluency positioning
- The two-minute AI readiness pitch
- Capstone project
- AI Fluency Certificate awarded

Target Outcomes



2500 students in 10 countries certified by 2028

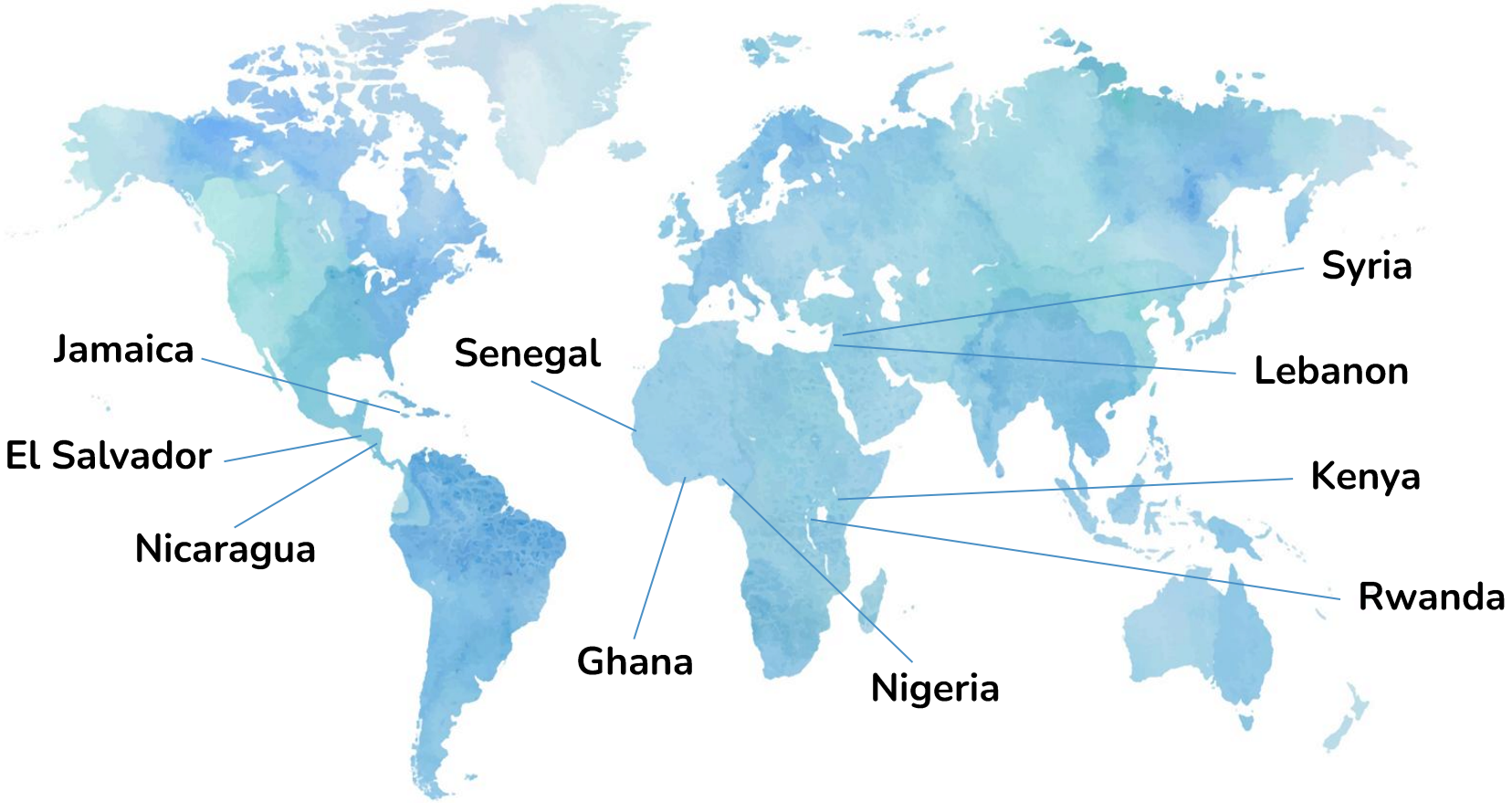


Globally-recognized certificate, verified on LinkedIn



90% employed within 12 months of graduation

Pilot Countries



AI fluency is fast becoming one of the biggest opportunities in Africa's development story. GMI's AI Fluency Certification program builds that capacity directly, through mentorship, for the students and young professionals who will shape the continent's future

Mamadou Biteye
Africa Capacity Building Foundation
Executive Secretary

Implementation Timeline

DEVELOPMENT	Dec ‘26	Curriculum co-development with university partners is complete.
PILOT & SCALE	Jan ‘27	Pilot launch of five cohorts of ten students each, drawn from mentorship graduates, testing the six-module curriculum and facilitator model.
	Mar ‘27	Full deployment of the cohort schedule across all ten target countries, scaling to 40 AI expert facilitators.
	Jul ‘27	Outcome evaluation and refinement, incorporating pilot and early-cohort results into the curriculum and facilitator training before classroom deployment begins.
CLASSROOM DEPLOYMENT	Sep ‘27	Classroom deployment launches with three university partners in Africa, Latin America, and the Caribbean, providing certification for both live virtual cohorts and in-person instruction.
	Jan ‘28	Classroom deployment expands to five additional youth-serving partners, with AI facilitator capacity scaled to 60 to complete year-two enrollment.
	Jun ‘28	Second outcome evaluation assessing full-scale delivery and classroom deployment results, informing final-year adjustments.

Youth Partners

AMAHORO COALITION

Aspire INSTITUTE

digify AFRICA

KARATINA UNIVERSITY
Inspiring Innovation and Leadership

KEISER UNIVERSITY

konexio Africa

re:coded

Southern New Hampshire University
Global Education Movement (GEM)

USJ 1875
Saint Joseph University of Beirut

UNIVERSITY FOR DEVELOPMENT STUDIES

University of Nairobi

THE UNIVERSITY OF THE WEST INDIES

Mentorship opportunities are not available to our students locally, and GMI has filled a real need. Access to global mentors at scale has strengthened the programmatic outcomes for our GEM students, elevating their career readiness.

Rachael Sears
Vice President, Global Initiatives,
Southern New Hampshire University
and Executive Director,
Global Education Movement

Supporting Partners

Baker Hughes Foundation

expedia group™

Nielsen Foundation

POINTS OF LIGHT

> At Expedia Group, we recognize that, as AI reshapes how we work, the ability to use it effectively is now an essential skill. Supporting GMI's AI Fluency program allows us to invest in the communities where we live and work, while giving our employees a meaningful opportunity to help prepare the next generation with the skills they need to succeed.
>
> **Aditi Mohapatra**
> *Expedia Group*
> *Vice President of Global Social Impact & Sustainability*

Project Funding



- $665,800 secured
- $691,200 remaining



LET'S EXPAND OPPORTUNITY TOGETHER

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ABOUT GMI

Helping Students Build Thriving Careers

GMI is a workforce readiness organization dedicated to ensuring that talented young people are not left behind in a rapidly evolving economy. GMI's core program is a structured 10-session mentorship delivered virtually, making it accessible to students in over 150 countries. Through the program, students are paired with mentors who provide personalized one-to-one career coaching as they navigate the transition between education and employment

Since its founding in 2019, over 160 universities, NGOs and corporations have joined GMI's global community to help graduates develop the confidence, skills, and connections needed to succeed in the workforce.



Mentoring with GMI not only develops the future workforce and unlocks opportunity in communities that need it most - it also engages and fulfills our employees in truly meaningful ways.

Justin Thenutai
VP, Workforce Acceleration, Microsoft Corporation

ABOUT GMI

Growing Opportunity one Mentorship at a Time

For over 7 years, GMI has delivered structured and personalized career support for underserved students embarking on their first job search. Each program expansion responded to a real need, voiced by the students and communities most impacted by barriers to economic opportunity.

2019

Launches 1:1 mentorship with inaugural cohort of four students

2020

Expands to refugee camps

293 students
15 countries
11 Youth Partners

2022

Launches in French

2,442 students
65 countries
34 Youth Partners

2023

Embeds AI into sessions

5,622 students
93 countries
55 Youth Partners

2025

Launches in Spanish

16,039 students
148 countries
134 Youth Partners

2026

Launches AI Fluency Certification program with the Clinton Global Initiative.

20,000+ students
155 countries and 8 refugee camps
160+ Youth Partners

$160

to provide personalized career mentorship for each student, down from $431 in 2022