

ANNUAL REPORT

JACOBS TALENT INITIATIVE



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JACOBS TALENT INITIATIVE REPORT 2022-2023

Introduction

We are thrilled to present the annual report for the Jacobs Talent Initiative (JTI), our flagship STEM program for university tech talent led by Tech San Diego. Our primary focus is to retain exceptional college graduates in our vibrant region through employer-led training, professional networking and industry collaborations within the tech ecosystem in San Diego. This report highlights our remarkable progress and notable achievements.

Executive Summary

JTI is dedicated to addressing the critical need for developing and retaining top-tier university talent in our region. We are proud to have exceeded our commitments during this grant period, making substantial strides in integrating diversity and inclusion into the program, launching a highly acclaimed "Ready to Work" Certificate Program for college tech talent, strengthening partnerships with small and mid-size company talent acquisition executives, and effectively promoting San Diego as the ultimate career destination for university graduates with STEM degrees.

Achievements

Our achievements this year have been exceptional. Through a series of over 40 on-campus, hybrid, and virtual tech career-related events, we have made a direct impact on the lives of thousands of college students from seven campuses in San Diego. Furthermore, we have successfully ingrained diversity and inclusion into the very fabric of JTI, fostering a welcoming and inclusive environment that embraces talent from all walks of life.

We take great pride in our unwavering commitment to engaging talent acquisition executives from local small and midsize companies with college students, leading to increased consideration of university talent for job and internship opportunities. As a result, there is an outstanding level of interest from our recent graduates for job positions in our regional innovation community, making San Diego tech companies "employers of choice" for new tech grads.



OVERVIEW

JACOBS TALENT INITIATIVE



Integration of Diversity and Inclusion in Jacobs Talent Initiative

Through matchless workshops and networking events provided specifically by Tech San Diego, a relationship was established with highly sought-after university tech talent engaged in diverse STEM student organizations and cultural community centers. JTI is now recognized as the premier tech resource in the local community for the professional development and career readiness of diverse university tech talent for the following entities:

Student Organizations:

- **UCSD NSBE** National Society of Black Engineers
- **UCSD SHPE** Society of Hispanic Professional Engineers
- **UCSD SWE** Society of Women Engineers
- **SDSU NSBE** National Society of Black Engineers
- **SDSU WIN** Women in the National Society of Black Engineers

Campus Cultural and Identity Centers:

- **UCSD Women's Center** STEMtorship Network
- **SDSU Women's Resource Center** Women in STEM Support Group
- **CSUSM Latinx Center** STEM Cultura Initiative

Student Services and Support Programs:

- **CSUSM College of STEM** Engineering Pathways Program
- **SDSU College of Sciences** STEM Pathways Program
- **UCSD Jacobs School of Engineering IDEA Center**
Inclusion | Diversity | Excellence | Achievement



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Impact in the San Diego Community

Tech San Diego provided unique partnerships, collaborations and support for community colleges and workforce development programs that help prepare, empower and facilitate the next generation of local tech talent into our regional tech cluster.

Community Colleges:

- **Grossmont College:** Black History Month I.T. Panel
- **San Diego City College:** MESA STEM Training Academy
- **Southwestern College:** ALRISE Ready to Work Program

Community-Nonprofit Associations:

- **ALRISE Alliance:** “Accelerate Latinx Representation in STEM Education” (National Science Foundation Award)
- **City of San Diego:** “University Talent for the SD Innovation Community” (Economic Development Funding Program)
- **First Gen Scholars:** “Innovation Vanguard Program” (San Diego Foundation Community Workforce Connections Program)
- **First Tech Federal Credit Union:** Financial Literacy for STEM Students
- **San Diego EDC:** Tech Career Night: Industry Interactive
- **San Diego Squared**
- **San Diego Workforce Partnership**

Engagement of San Diego Innovation Companies

Tech San Diego has had an immensely rewarding and productive year. By providing a strategic platform for regional companies to identify and recruit top tech talent from local universities, we have solidified our position as an invaluable resource for small and midsize innovation companies in the region. Our efforts in expanding interactions with under-represented student populations in the tech field have been immensely successful, thereby bringing about positive change and fostering diversity in our industry.

Through the JTI, we have effectively brought attention and awareness to our regional technology companies, making them household names among university talent. Our objective is to position these companies as employers of choice, offering unmatched career opportunities and a vibrant company culture. By facilitating direct interactions between university talent and representatives from a broad swath of technology companies, we have established strong connections and furthered the consideration and integration of new talent with these remarkable organizations.



Large-Sized Companies Involved in JTI Activities

1. **Amazon:** Ask Me Anything Roundtables for Data Science Day at UCSD
2. **ASML:** Tech Career Night at SDSU and Data Science Panel at UCSD
3. **BAE Systems:** Heart to Art Talk with Women in Tech at SDSU
4. **Collins Aerospace:** Heart to Art Talk with Women in Tech at SDSU
5. **Dexcom:** Spill the Tea: Comparing Small, Midsize and Large Companies at UCSD
6. **Experian:** Ask Me Anything Roundtables for Data Science Day at UCSD
7. **FICO:** Ask Me Anything Roundtables for Data Science Day at UCSD
8. **Google:** Information Technology Panel at SDSU
9. **Intuit:** Heart to Art Talk with Women in Tech at SDSU
10. **Mitchell International:** Heart to Art Talk with Women in Tech at SDSU
11. **San Diego Padres:** Tech Career Night and Information Technology Panel at SDSU
12. **SANDAG:** Transportation Tech Panel at CSUSM
13. **SDGE:** Ready to Work Program Development Committee
14. **Thermo Fisher Scientific:** Data Science Panel at UCSD
15. **Viasat:** Heart to Art Talk with Women in Tech at UCSD
16. **Werfen Scientific:** Heart to Art Talk with Women in Tech at UCSD
17. **WD-40 Company:** Information Technology Panel at SDSU



Core Tech San Diego Membership Companies JTI Partners

- AI Cadium
- Aquam
- CMTC
- Cox
- Dexcom
- ESET
- FICO
- Flock Freight
- GoSite
- HME
- Indyme
- Infracore
- Lytx
- Marsh & McClennan
- Neology
- Netradyne
- Next Level Internet
- Nextivity
- OSS
- Qualcomm
- Quantum Design
- Tandem Diabetes
- Tidemark
- TrellisWare
- Turtle Beach
- Verimatrix
- Z-Micro



Talent Sourcing through Campus Activities

Our tireless efforts to retain graduating talent have yielded tremendous results. Collaborating closely with local universities and community colleges, we have orchestrated meaningful engagements between company representatives and talented students. Through a diverse range of on-campus events and captivating panel series, we have successfully created an environment conducive to connecting tech executives and tech practitioners with our exceptional student talent. We welcome you to review a full listing of our events which is attached as an addendum. Below are a few examples of our on-campus event series:

“Day in the Life” Series

Transportation Technology Panel at CSU San Marcos

- Lytx
- Neology
- Netradyne
- SANDAG

Information Technology Panel at SDSU

- Google
- Infracore
- San Diego Padres
- WD-40 Company

Data Science Panel at UCSD

- ASML
- FICO
- Netradyne
- Tandem Diabetes
- Thermo Fisher Scientific

“Heart to Art Talk for Women in Tech” Series

Disrupting the Innovation Landscape with the Presence of Women Engineers Panel at SDSU

- BAE Systems
- Collins Aerospace
- Intuit
- Mitchell International
- Sanford Consortium for Regenerative Medicine

Elevating Your Voice through Experiential Capital Self-Agency and Community Panel at UCSD

- Boost.ai
- Tandem Diabetes
- Trellisware
- Viasat
- Werfen

“Spill the Tea” Series

Tech Career Night: Ask Me Anything Roundtables at SDSU

- ASML
- Booz Allen Hamilton
- H.G. Fenton Company
- Indyme
- Lytx
- San Diego Padres
- San Diego County Regional Airport Authority
- TrellisWare Technologies

Working for Small, Midsize and Large Companies Panel at UCSD

- Dexcom
- Indyme
- Kismet Search
- Lytx



Benefits of Fostering Stronger Relationships with The University Community

Establishing deep connections with all local universities is of paramount importance for the success of the JTI. It enables us to truly understand and navigate the intricacies of university bureaucracy, ensuring seamless collaboration and effective implementation of our programs. By immersing ourselves in the university ecosystem, we gain invaluable insights into the needs and aspirations of students, faculty, and staff. This deep connection allows us to tailor our initiatives and engagement activities to meet the unique requirements of each institution. Moreover, having our dedicated University Talent Director spend significant time on campus fosters accessibility, builds trust, and provides students with convenient opportunities for engagement and support. Through these meaningful connections and a comprehensive understanding of the university landscape, we can maximize our impact and create transformative experiences for our talented student population.

New Initiatives to Elevate University Talent Program

We have pursued groundbreaking initiatives to elevate our university talent program to unprecedented heights. By broadening our student audience, enhancing talent engagement activities, and fostering deeper connections with university and community stakeholders, we have charted a transformative path. Notably, our trailblazing “Ready to Work” Program and San Diego STEM Inter-Collegiate Collective have addressed the crucial gap between academic preparation and workplace performance, equipping tech college graduates with vital and essential skills for success.

In Fall 2022, we launched the pilot “Ready to Work” Program with the inaugural cohort composed of:

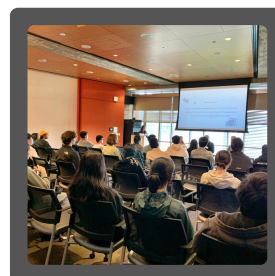
- **Number of students:** 23
- **Participating colleges:** CSUSM, SDSU, UCSD, USD, San Diego City College and Southwestern College
- **Class statuses:** juniors, seniors and graduate students
- **Majors:** bioengineering, computer science, data science, electrical engineering, management information systems, mechanical engineering and physics

In Spring 2023, San Diego STEM Inter-Collegiate Collective was created by these esteemed campus departments:

- **CSUSM College of STEM:** Engineering Pathways Program
- **Point Loma Nazarene University:** Chemistry Department
- **San Diego City College:** Math, Engineering, Science Achievement (MESA) Program
- **SDSU College of Sciences:** STEM Pathways Program
- **UCSD Jacobs School of Engineering:** IDEA Center

Conclusion

The Jacobs Talent Initiative has achieved remarkable success in retaining exceptional university tech talent within our vibrant region. Through our unwavering commitment to collaboration, engagement, and innovation, we have created unparalleled opportunities for STEM students and fostered lasting connections between early talent and employers. We are resolute in our dedication to fueling the growth of the technology landscape in our region and look forward to building an even brighter future for San Diego through the Jacobs Talent Initiative.



Acknowledgements

Tech San Diego would like to recognize the following executives who have supported the creation of the Jacobs Talent Initiative.

Peter Ellsworth, Legler Benbough Foundation – Legler Benbough provided early seed funding for the JTI and Peter was a mentor and helped to guide the JTI to where it is today.

Tom Clancy, Tom was one of the founders of Tech San Diego and an early thought leader on the formation of the JTI.

Robert Akins, Former CEO Cymer, Bob planted the seeds of the JTI many years ago by approaching the executive director of Tech San Diego and saying 'Tech San Diego is missing out by not collaborating with regional universities'. Bob would go on by saying these assets were underutilized and a smart group would someday realize that! (Bob, Tech San Diego is that smart group!)

Rajesh Gupta, Founding Director, HDSI, UC San Diego – Rajesh hosted the first outreach efforts Tech San Diego had with UC San Diego by hosting 'Coffee with the Dean' where we brought technology CEOs on campus. This also germinated the idea that we needed to facilitate more direct interactions between industry and the local universities.

Dean Albert Pisano, Dean of Jacobs School of Engineering, UC San Diego – Dean Pisano was an early supporter of the JTI and facilitated Tech San Diego's presence on campus.

Mary Walshok – Associate Vice Chancellor and Dean of Extension, UC San Diego. I have often told Mary she started this by telling me to 'Just go on campus and hang out – interesting things will happen!' They did! My first time on campus, I sat next to then chair of the Jacobs School, Rajesh Gupta, and we struck up a conversation that reverberates to this day.

Pradeep Khosla – Chancellor of UC San Diego. Pradeep was an early supporter of our efforts and wrote a strong letter of support that helps JTI access UC San Diego resources.

We would also like to recognize our current funding partners:

Irwin and Joan Jacobs

City of San Diego

ALRISE National Science Foundation