

2023-2024

JACOBS TALENT INITIATIVE

Annual Report



About JTI

JACOBS TALENT INITIATIVE

Tech San Diego has teamed up with the local universities and community colleges to enhance and engage the talent pipeline through internships, research, and collaborations. Through JTI, we primarily help regional small-to-mid-sized tech companies recruit and retain top tech talent from the college campuses. Our key objective is to keep STEM college students in San Diego through employer engagement, networking and industry experience within San Diego's active tech community.

This past year, we partnered with Cal State San Marcos, Point Loma Nazarene University, San Diego City College, San Diego State University, Southwestern College, UC San Diego and USD to interact with over 60 tech companies in the region.

JTI ANNUAL REPORT 2023-2024

Executive Summary

JTI is committed to meeting the urgent need for developing and retaining top tech talent in our region. We are proud to have surpassed our goals during this grant period, making significant progress in incorporating several diversity and inclusion initiatives into the program, advancing the highly acclaimed "Ready to Work" Certificate Program for college tech talent, strengthening critical partnerships with local tech employers, and successfully promoting San Diego as the premier career destination for hundreds of university and community college graduates with STEM degrees.

Jacobs Talent Initiative
KEEPING *San Diego Talent*
IN SAN DIEGO

"As a recent graduate, I greatly benefited from the Ready to Work program, where I developed essential professional skills in communication, networking, and self-confidence. Through RTW, I secured an internship and was subsequently hired upon graduation. This program provided me great experience and mentoring with an amazing Tech San Diego company and I directly learned all I needed to become a successful engineer! I was empowered to remain in the region after earning my undergraduate degree."

UCSD Mechanical Engineering Graduate
June 2024



Notable *Initiatives*



DIVE INTO DIVERSITY

INTEGRATING DIVERSITY AND INCLUSION IN JTI

Tech San Diego has established strong relationships with top tech talent from diverse STEM student organizations and identity centers on the local campuses. JTI is recognized as a premier resource for the professional development of early tech talent from diverse communities at the regional colleges.



INDUSTRY INTERACTIVE

SHOWCASING INDUSTRY TOOLS & TECHNIQUES

Local tech companies visited campuses to demonstrate industry tools and technologies, offering hands-on experience and real-world insights. These sessions bridge the gap between academic learning and industry practice, creating valuable connections and career opportunities for students.



READY TO WORK COHORT 1

EMPOWERING THE NEXT GENERATION OF TECH TALENT

A selected number of students from the local colleges explored regional opportunities, obtained essential workplace skills and built a strong professional tech network. This was accomplished by completing program activities in employer-led training, career management planning and experiential learning.



CATALYST OF TECH TALENT AWARD

RECOGNIZING EMPLOYERS MAKING TALENT IMPACT

Tech San Diego celebrates local companies that are employing and empowering university tech talent to select San Diego as their career destination. **Tandem Diabetes Care** is our inaugural award recipient for 2024.

Creating Impact

Tech San Diego established over hundreds of unique partnerships, collaborations, and support for local diverse student organizations, community associations and workforce development programs to prepare, empower, and integrate future local tech leaders into our regional tech cluster. A strong sense of community was experienced working with these outstanding organizations this past year:

Campus & Community

Student Organizations:

- **CSU San Marcos** Association of Women in Mathematics
- **San Diego State University** National Society of Black Engineers
- **Southwestern College** Society of Hispanic Professional Engineers
- **UC San Diego** Society of Women Engineers

Campus Cultural and Identity Centers:

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

Student Services and Support Programs:

- **CSUSM College of STEM** Engineering Pathways
- **SDSU College of Sciences** STEM Pathways Program
- **USD Shiley-Marcos School of Engineering** MS Cybersecurity Engineering
- **UCSD Jacobs School of Engineering** IDEA Center: Inclusion | Diversity | Excellence | Achievement



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)



Employer *Engagement*

Tech San Diego has experienced an incredibly rewarding and productive year. By offering a strategic platform for regional companies to identify and recruit top tech talent from the local college campuses, we have established ourselves as an invaluable resource for small and midsize innovation companies in the region.

RECRUITING TALENT THROUGH CAMPUS ACTIVITIES

Employers Introduced to the University & Community College Ecosystem

Employers were connected to the college campuses through over 30 organized events and initiatives, where they engage directly with students, faculty, and campus resources. These introductions provided employers with insights into the school's academic programs and talent pool, fostering relationships that led to internships, collaborative projects, and job opportunities. This engagement helped bridge the gap between academia and industry, ensuring that employers were meeting with (and recruiting) top tech talent from the colleges in San Diego.

Professional Panels



Career Mentoring



Industry Demos



Networking



Early Tech Talent Activities

Employer Involvement

Students Empowered for Regional Tech Opportunities

Through the JTI, we have effectively raised awareness of our regional technology companies, making them well-known among university talent. Our goal is to position these companies as employers of choice, providing unmatched career opportunities and vibrant company cultures. By facilitating direct interactions between university talent and representatives from a wide range of technology companies, we have built strong connections and enhanced the integration of new talent into these exceptional organizations. Here are examples of our programs and planning with tech executives this past year:

Ready to Work Presentations and Professional Panels

- **Infracore** - “Company Culture & Alignment”
- **Amionx**- “Leadership & Project Management”
- **Moss Adams** - “Building Community in Remote Settings”
- **Indyme** - “How to be Successful in Your First Engineering Job”
- **Tandem Diabetes Care** - “Navigating Your Network: Check Your Compass”

Industry Interactive: Real People - Real Demonstrations

- **Aicadium, Cooley** - AI/Machine Learning - ChatGPT
- **Utiliware, Tandem Diabetes Care, ThinkingNode.Life** - Data Tools & Technologies
- **CMTC, Fulex**- Manufacturing Operations

Women in Tech Series

- **Tandem Diabetes Care, SD Squared** - “Heart to Art Talk” with Women Engineers
- **Verimatrix** - “Make Your Mark” with an Exec in Tech
- **Lytx, Viasat**- Career Cafe with Women in STEM

Tech Table Talks

- **ASML, Brain Corp, Drata, Intuit, Tandem Diabetes Care** - UCSD Engineering Hours
- **Creative Electron, HME**- CSUSM CSTEM Hour
- **Collins Aerospace** - SDSU Women in Science Society Dialogue



Tech San Diego

Membership Companies JTI Partners



- Aicadium
- Amionx
- Brain Corp
- CMTC
- Cooley
- Creative Electron
- Dexcom
- Drata
- ESET
- FICO
- HME
- Indyme
- Infracore
- Lytx
- Marsh McLennan

- Moss Adams
- Neology
- Netradyne
- NextLevel Internet
- Nextivity
- OSS
- Procopio
- Qualcomm
- Quantum Design
- Tandem Diabetes Care
- Tidemark Financial Partners
- TrellisWare Technologies
- Utiliware
- Verimatrix
- ZMicro

JTI COLLABORATORS & SUPPORT

- ASML
- City of San Diego
- Connect
- Intuit
- First Gen Scholars
- National Science Foundation INCLUDES
- Naval Information Warfare Center Pacific
- San Diego EDC
- San Diego Workforce Partnership
- San Diego Squared
- ThinkingNode.Life
- Top Tech Awards - San Diego
- UCSD Extended Studies



Joan Jacobs

An Enduring Impact on our Community



Dr. Irwin Jacobs was one of the very first tech executives I met when I arrived in San Diego in 2000. Over the years, I had the pleasure of encountering both Joan and Irwin at various events. While everyone seemed to be in line to talk to Irwin, I often found myself in conversation with Joan. She had a unique ability to engage in pleasant conversation on any topic and made everyone feel important, no matter their status.

Joan possessed the rare quality of making you feel valued and significant. I was neither a CEO nor a well-known individual in San Diego, but Joan always made me feel as though I was. When I reached out to the Jacobs regarding potential funding for our University Talent Initiative, I instinctively communicated with both Joan and Irwin. I understood that they were a team and both deeply cared about our region.

What always stood out to me about Joan was her determination to make San Diego a better place. Her impact on the region is profound and lasting. Joan's presence in the community remains strong and permanent. Generations of future San Diegans will benefit from Joan's simple yet powerful goal of improving the region for all of us.

I will miss Joan deeply but take solace in knowing that her enduring generosity lives on. Our hearts go out to the entire Jacobs family, and especially to my friend Irwin.

Irwin, we all feel Joan's loss and will miss her terribly. There is nothing that I nor anyone can say that can dissipate the deep pain you must be feeling. Please know that on behalf of the entire innovation community we mourn alongside you.

Kevin Carroll

Executive Director, Tech San Diego

Another *Proud Year*

JTI DIRECTOR'S MESSAGE

It has been wonderful to watch the Jacobs Talent Initiative excel again in developing and retaining exceptional university tech talent within our dynamic region. Through our team's steadfast commitment to creative collaborations, elevated engagements, and intentional programming, we have offered unparalleled opportunities for STEM college students in San Diego! This has not only fostered lasting connections between early tech talent and employers but has reinforced a stronger sense of community and connection within our San Diego's tech ecosystem.

The rewards of this role have been priceless this past year. As I witness college students' confidence increase after networking activities, I see San Diego's innovation economy rise to the next level. As I receive compliments from tech executives noting the amazing work of our Ready to Work interns, I envision our tech cluster reaching new heights. Lastly, as I complete this annual report with memorable highlights and story-telling pictures, I am reminded how lucky I am to contribute to the growth of our region's technology landscape and to the success of my hometown, San Diego.

I remain dedicated to this work and look forward to building an even brighter future for San Diego through the Jacobs Talent Initiative.

Christy Quiogue

Director, Jacobs Talent Initiative
Tech San Diego



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. Rajesh currently serves on the Tech San Diego Board of Directors - recognizing how important Data Science and AI is to the regional innovation economy.

Dean Albert Pisano, Dean of Jacobs School of Engineering, UC San Diego – Dean Pisano was an early supporter of the JTI and continues to facilitate 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.

As we extend our gratitude to the leadership of the universities whose unwavering support is instrumental in our mission to retain talent in the region, we also wish to recognize the dedication and collaboration of the dozens of university staff we interact with daily, including career guidance counselors, faculty members, and many others. Your invaluable contributions and commitment are vital to our success, and we are profoundly grateful for your efforts in helping us fulfill our mission.

We would also like to recognize our current funding partners:

Irwin and Joan Jacobs

City of San Diego

ALRISE National Science Foundation

