



JACOBS TALENT INITIATIVE *Annual Report*

2024 - 2025

*We don't just prepare students for the future - we keep them here to build it!
Tech San Diego unites campuses and companies to drive regional innovation.*

ABOUT JTI

Jacobs Talent Initiative



Mission

KEEP TECH TALENT IN SAN DIEGO

The Jacobs Talent Initiative (JTI), led by Tech San Diego, is a strategic economic, workforce development and talent retention program designed to connect local college tech talent with employers in San Diego. JTI focuses on retaining top-tier STEM graduates from our regional campuses by facilitating access to tech executives while increasing students' awareness and interest in regional innovation companies and their opportunities through:

- Tech Tours
- Externships
- Internships
- Mentorships
- Networking
- Employment
- Career-Related Programs
- Tech San Diego Events
- Tech Community Engagement

Vision

INTEGRATE COLLEGE TALENT INTO SAN DIEGO COMPANIES

Through early industry engagement, unique campus collaborations, and distinct career-related programs, JTI strengthens the partnership between academia and industry. This ensures San Diego companies have a growing pool of qualified tech talent to consider and recruit.

Ultimately, the goal is to keep local college tech talent in the region by establishing San Diego as their career destination and integrating them into our regional workforce before and after college graduation.



2024-2025

Measuring Momentum

Future Tech Talent Reached

1033

Students

Colleges & Universities Engaged

6

Campuses

Employers Involved
Across the Region

118

Employers

Campus-Wide Involvement

17

Campus Touchpoints

Student-Led Partnerships

12

Student Clubs

San Diego Regional Support

9

Community Orgs

2024-2025 New Initiatives Launched

**HIRE
EDGE**
JOB SEEKER TO JOB OFFER

JACOBS TALENT INITIATIVE
MEET THE BOSS
An Interactive Discussion with Regional Tech Leaders



CRIS KEIRN, CEO
TURTLE BEACH

TECH TOUR

Explore, Engage and Experience the Tech Industry

WEDNESDAY, APRIL 9
10:00 AM - 12:00 PM

SDG&E SKILLS MISSION CONTROL
9060 FRIARS ROAD, SD CA 92108
Located in the Mission Valley area

Tour includes:

- Engaging experiences with industry professionals
- Interactive views of cutting-edge innovation
- Insider look of state-of-the-art facility
- Light refreshments and networking opportunities

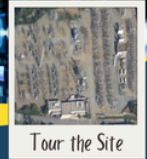


SDG&E is not just an energy company, we are the architects of a brighter, cleaner future and we power everyday life for 3.7 million people, bringing the energy to support their passions, ambitions, and the heartbeat of our community.

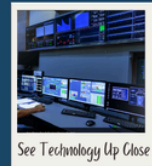
SDG&E employees strive to be at the forefront of innovations to reduce emissions, modernize the electric grid, and enable our customers to make the transition to clean technologies. We're redefining sustainability, advancing zero-emissions solutions, and driving the electric vehicle revolution.



Hear From Experts



Tour the Site



See Technology Up Close



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Stay in San Diego!

Sponsored by:



FOR MORE INFORMATION
christy.quogue@techsd.org



Student Webinar

From First Impressions to Follow-Up

Maximizing Your Experience at
the ASML Community Hour

Presented by

Christy Quogue
University Talent Director



EMPLOYER *Engagement*

A Vital Bridge

JTI CONNECTS SAN DIEGO'S INNOVATION ECONOMY AND TECH TALENT

For companies looking to lead - not just compete - early engagement with college tech talent isn't optional; it's essential. These students bring fresh thinking, emerging research, and the latest technical skills that can immediately elevate your team's capabilities. By partnering with JTI, companies don't just gain access to top talent - they become known as the employers shaping the future of our San Diego technology landscape.

Tech San Diego helps make those introductions, open doors, and ensure that your company stands out to the next generation of innovators.

From our recent survey, more than 85% of students who engage with JTI programs say they're more likely to stay and work in San Diego!



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

INDUSTRY

Interactions

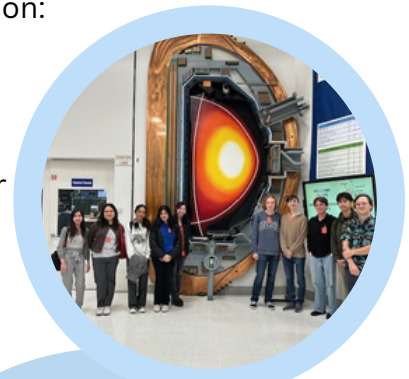
Inter-Collegiate Approach

ACCESS RESOURCES ACROSS THE CAMPUSES

One of the unexpected but valuable outcomes of JTI has been helping small and mid sized innovation companies better understand and access the full range of university resources - something larger companies have historically had an advantage in. JTI has helped level the playing field by making those connections more visible and attainable.

Below are just a few examples of the many activities that have connected students from across the campuses with tech leaders and companies from across the region:

- **Aicadium** - "Eyes on AI": Job Search HR Panel and CSTEM Workshop
- **Amionx** - Ready to Work Program
- **ASML** - Onsite Community Hour
- **Brain Corp** - "Eyes on AI": Job Search HR Panel, Engineering Community Hour
- **Cisco** - STEM POV: Recruiters Panel
- **Clarity Design** - "Be WISE": Women in STEM Empowerment Series
- **Cooley** - CyberDay: Beyond the Breach
- **Creative Electron** - "Be WISE": Women in STEM Empowerment Series
- **Drata** - Engineering Community Hour
- **ESET** - "Eyes on AI": Job Search HR Panel
- **General Atomics** - Industry Tech Tour
- **Indyme** - Ready to Work Program
- **Infracore** - "Be WISE": Women in STEM Empowerment Series
- **JLab** - Meet the Boss
- **LPL Financial** - "Be WISE": Women in STEM Empowerment Series
- **Marsh McLennan** - CyberDay: Beyond the Breach
- **Moss Adams** - CyberDay: Beyond the Breach
- **Netradyne** - International Education Week: Industry Insight Panel
- **Nextivity** - Hire Edge Program
- **Northrop Grumman** - Engineering Community Hour
- **Pfizer** - Industry Tech Tour
- **Procopio** - Hire Edge Program
- **SDG&E** - Industry Tech Tour
- **SVA Life Sciences** - "Be WISE": Women in STEM Empowerment Series
- **Tandem Diabetes Care** - Industry Tech Tour, Engineering Community Hour
- **Turtle Beach** - Meet the Boss, "Be WISE": Women in STEM Empowerment Series



CAMPUS & COMMUNITY *Partnerships*

Empowering The Next Gen

PARTNERSHIPS TAKING TECH TALENT TO NEW HEIGHTS

JTI has become a catalyst for transforming San Diego into a premier destination for emerging tech professionals. Through strategic partnerships with local universities, community colleges and targeted programs, JTI is reshaping the future of our tech workforce.

- **Cal State San Marcos:** Career Center, College of STEM, College of Business Administration, Women and Gender Equity Center
- **San Diego City College:** MESA Program
- **San Diego State University:** Career Services, College of Engineering, College of Sciences, Fowler College Patrick-Clayes Center for Career Development, Women's Resource Center
- **Southwestern College:** MESA Program
- **UC San Diego:** Career Center, IDEA Center, Jacobs School of Engineering, School of Physical Sciences, Women's Center
- **University of San Diego:** Career Development Center, Shiley-Marcos School of Engineering

Key Initiatives Driving Impact

- **University Collaborations:** JTI partners with the local post-secondary institutions to integrate industry insights into curricula, enhancing the applicability of STEM education.
- **Targeted Student Engagement:** By working closely with student organizations, JTI fosters a pipeline and pool of diverse and skilled talent ready to contribute to the tech industry.
- **Workforce Development Programs:** The Ready to Work Certificate Program offers students workplace skills, bridging the gap between academic and professional expectations.



TALENT IN SAN DIEGO

Looking Ahead

Where Tech Talent Meets Opportunity

As we reflect on the progress of the Jacobs Talent Initiative, it's clear that the foundation we've built is strong - and the opportunity ahead is even stronger. Our success in connecting students with meaningful career pathways, strengthening campus partnerships, and supporting the region's innovation economy has positioned JTI as a model for workforce readiness.

In the coming year, we're expanding that impact:

- **New Campus Partnerships:** We're excited to welcome the University of San Diego (USD) into our growing network of higher education collaborators, bringing even more students into the JTI ecosystem.
- **New Program Series:** With the launch of Hire Edge and Meet the Boss, we're offering students more touchpoints with industry - sharpening job readiness and giving them real insight into the region's most innovative companies and leaders.
- **Focus on the AI Workforce:** As artificial intelligence reshapes the global economy, JTI is aligning with leading university AI programs to prepare students to lead in this next era. Our goal is to ensure that San Diego companies have a direct line to the AI-literate talent they'll need to stay competitive.

We're proud of what we've accomplished...together as a tech community!

*The next chapter of JTI is about deepening our reach, scaling what works,
and ensuring that every student with talent and drive can see
a future for themselves right here in San Diego.*

Acknowledgment of Support

Dr. Irwin Jacobs



The Jacobs Talent Initiative is made possible through the generous support of Dr. Irwin Jacobs and his late wife, Joan Jacobs, whose dedication to education, opportunity, and the San Diego region laid the groundwork for our mission.

Our shared vision - to connect university talent with meaningful careers in our regional innovation economy - continues to guide the initiative today.

With the recent loss of federal funding - previously provided through the National Science Foundation and discontinued due to shifting priorities around DEI - Dr. Jacobs' continued support has become even more vital. His generosity allows us to stay focused on our core mission: retaining top college tech talent by connecting them to real-world industry experience, professional networks, and long-term career opportunities in San Diego.

We are deeply grateful for Dr. Jacobs' support and for the legacy that both he and Joan have created through their support of this important work.

JTI DIRECTOR'S MESSAGE

Thank You!

As Director of the Jacobs Talent Initiative, I want to express my sincere gratitude to our valued partners. Our collaborations have been instrumental in expanding access to real-world opportunities for our students and alumni from our local colleges!

Together, we've empowered students on their pathways to employment. These efforts not only support individual growth but also strengthen the region's innovation economy by cultivating diverse and homegrown talent.

Thank you for investing in our mission and for helping strengthen the bridge between education and workforce readiness.

Christy Quiogue

Director, Jacobs Talent Initiative - Tech San Diego

P.S. This amazing year wouldn't be possible without the support, encouragement, and behind-the-scenes help from so many people. While I can't name everyone who played a part, I do want to recognize a few individuals who went above and beyond - your ideas, time, and partnership meant everything! Thank you for being in this with me.

Regional Colleges

Cal State San Marcos: Breanna Caso, Alycia McGeever, Kayleen Mojica, Jeffrey Morales, Dean Jackie Trischman

SDSU: Celeste Banaag, Elzbeth Islas, Rosa Moreno, Andrew Soliz, Melanie Soto, Michelle Svay, Tina Tan, Aksum Turner

Southwestern College: Kassandra Garcia, Genesis Lastrella-Quicho, Mourad Mjahed

UC San Diego: Hannah Aksamit, Jackie Duerr, Roxanne Farkas, Tina Gov, Alex Phan

University of San Diego: Rhonda Harley

Employers & Community Organizations

Aicadium: Kate Geary, Ari Saul - "Eyes on AI"

ASML: Nicole Rosales - Onsite Community Hour

Brain Corp: Jerell Nery - "Eyes on AI"

Infracore: Paymon Hamidi - "Be WISE": Women in STEM Empowerment Series

Nextivity: Erona Liku - Hire Edge Program

SDG&E: LeShema Blake, Connie Cepeda, Tera Kenyon, Juliban Rivas, Megan Vallone - Tech Tour

Tandem Diabetes Care: Mattie Christofferson - Tech Tour


Connect San Diego: Christie Marcella, Val Reyes - San Diego Innovation Day

Sara Brown Events: Sara Brown - San Diego Top Tech Awards

Local & National Programs

Digital Promise: Bianca Alvarado

ALRISE: Caroline VanIngen-Dunn, Anna Tanguma-Gallegos



JTI has grown and evolved over the years, but its foundation was shaped by a core group of supporters who believed in the mission from the very beginning. Their early encouragement, ideas, and partnership helped turn an ambitious concept into a lasting program that continues to serve San Diego's innovation economy. These individuals remain important contributors to JTI's continued success, and we're grateful for their lasting impact.

Kevin Carroll, Executive Director - Tech San Diego

Legacy Acknowledgements

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.