

**REPORT DOCUMENTATION PAGE**

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<b>1. REPORT DATE (DD-MM-YYYY)</b> 12/14/2020	<b>2. REPORT TYPE</b> Final Technical Report	<b>3. DATES COVERED (From - To)</b> 09/30/2016 to 09/30/2020
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<b>4. TITLE AND SUBTITLE</b> CSUSM ESTEP Collaboration with San Diego Area Universities	<b>5a. CONTRACT NUMBER</b> N00014-16-1-3211
	<b>5b. GRANT NUMBER</b> GRANT12192318
	<b>5c. PROGRAM ELEMENT NUMBER</b> 

<b>6. AUTHOR(S)</b> Gross, Scott Loop, Josh Kook, Sin Maddox, Moses Trevino, Stephanie	<b>5d. PROJECT NUMBER</b> 
	<b>5e. TASK NUMBER</b> 
	<b>5f. WORK UNIT NUMBER</b> 

<b>7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES)</b> California State University, San Marcos 333 S Twin Oaks Valley Rd San Marcos, CA 92096	<b>8. PERFORMING ORGANIZATION REPORT NUMBER</b> 
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<b>9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)</b> California State University, San Marcos Corporation 333 S Twin Oaks Valley Rd San Marcos, CA 92096	<b>10. SPONSOR/MONITOR'S ACRONYM(S)</b> 
	<b>11. SPONSOR/MONITOR'S REPORT NUMBER(S)</b> 

**12. DISTRIBUTION/AVAILABILITY STATEMENT**  
Approved for public release: distribution unlimited.

**13. SUPPLEMENTARY NOTES**

**14. ABSTRACT**  
Successfully grew the ESTEP/VTEC internship program from a local county program with select government partners to a national program with numerous government and private sector partners. Innovated and improved program recruiting efforts in order to remotely recruit and start student veterans in internships at locations nationally in less than 2-3 weeks. Reached the maximum number of interns (48) the grant can simultaneously support and provided record number of interns to each ESTEP research location since the beginning of the ESTEP internship program. 7 interns were hired as full time federal employees at ESTEP research locations. 50 students graduated from the program and 100% received job offers.

**15. SUBJECT TERMS**  
ESTEP, Internship, Veteran, San Diego

<b>16. SECURITY CLASSIFICATION OF:</b>			<b>17. LIMITATION OF ABSTRACT</b>  Unclassified Unlimited	<b>18. NUMBER OF PAGES</b>  7	<b>19a. NAME OF RESPONSIBLE PERSON</b> Scott Gross
<b>a. REPORT</b>  Unclassified	<b>b. ABSTRACT</b>  Unclassified	<b>c. THIS PAGE</b> Unclassified d			<b>19b. TELEPHONE NUMBER (Include area code)</b> (760)750-8710

## INSTRUCTIONS FOR COMPLETING SF 298

**1. REPORT DATE.** Full publication date, including day, month, if available. Must cite at least the year and be Year 2000 compliant, e.g. 30-06-1998; xx-06-1998; xx-xx-1998.

**2. REPORT TYPE.** State the type of report, such as final, technical, interim, memorandum, master's thesis, progress, quarterly, research, special, group study, etc.

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**4. TITLE.** Enter title and subtitle with volume number and part number, if applicable. On classified documents, enter the title classification in parentheses.

**5a. CONTRACT NUMBER.** Enter all contract numbers as they appear in the report, e.g. F33315-86-C-5169.

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**5c. PROGRAM ELEMENT NUMBER.** Enter all program element numbers as they appear in the report, e.g. 61101A.

**5e. TASK NUMBER.** Enter all task numbers as they appear in the report, e.g. 05; RF0330201; T4112.

**5f. WORK UNIT NUMBER.** Enter all work unit numbers as they appear in the report, e.g. 001; AFAPL30480105.

**6. AUTHOR(S).** Enter name(s) of person(s) responsible for writing the report, performing the research, or credited with the content of the report. The form of entry is the last name, first name, middle initial, and additional qualifiers separated by commas, e.g. Smith, Richard, J, Jr.

**7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES).** Self-explanatory.

**8. PERFORMING ORGANIZATION REPORT NUMBER.** Enter all unique alphanumeric report numbers assigned by the performing organization, e.g. BRL-1234; AFWL-TR-85-4017-Vol-21-PT-2.

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**14. ABSTRACT.** A brief (approximately 200 words) factual summary of the most significant information.

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**17. LIMITATION OF ABSTRACT.** This block must be completed to assign a distribution limitation to the abstract. Enter UU (Unclassified Unlimited) or SAR (Same as Report). An entry in this block is necessary if the abstract is to be limited.

**ESTEP (85049) Final Technical Report**

Project Title: **ESTEP Collaboration w/ San Diego Universities**

Principal Investigator/Organization: **Scott Gross, Ph.D.**

**FINANCIAL**

Total Allocated (FY1920):	\$1,500,000.00
Total Received (as of FY1920):	\$1,492,802.19
Labor Expended:	\$465,817.63
Staff Travel Expended:	\$12,628.45
Student Travel Expended:	\$44,318.79
Student Stipends:	\$668,490.00
Supplies:	\$1,002.27
Other:	\$44,037.15
Total Indirect:	\$256,507.90
Total FY1920 Expended:	\$505,592.12
Total Expended Through FY1920:	\$1,492,802.19
Total Remaining:	\$ 7,197.81

**ESTEP (85049) Final Technical Report Narrative**

**ACCOMPLISHMENTS**

1. Program administration
  - a. Grew ESTEP internship program from facilitating DOD internships within San Diego County to DOD internships at multiple locations statewide in California and Hawaii. Then, in support of the ongoing Veterans to Energy Careers (VTEC) grant, grew the ESTEP internship program into a national internship program facilitating internships at DOD facilities and with private sector businesses in multiple states across the nation.
  - b. Brought on staff member to mentor student veterans and teach professional development in addition to providing paid internships. Staff member developed and implemented professional development curriculum to teach student veterans how to develop professional networks to break into their new careers and how to navigate the civilian job market. This curriculum has resulted in 100% of student veteran interns receiving job offers before graduating from college.
  - c. Brought on staff member to fill the role of program manager to develop the internship program from a regional program to a national program. The program manager developed relationships with numerous government groups and private sector businesses to provide over 100 internship opportunities, in multiple states, for student veterans in the ESTEP/VTEC program.
  - d. Implemented new customer relationship management software, Salesforce, by securing a donation of 10 free licenses valued at \$13K annually. Salesforce enabled a centralized and organized database for

program data and records, which increased program efficiency, data collection, and customer service.

- e. Implemented Adobe Sign for routing and signing agreements with student interns and internship sponsors. This made it easier for students and partners to participate in the ESTEP/VTEC program overcoming difficulties inherent to remote program administration.
- f. Implemented LinkedIn recruiter license and overcame all previous recruiting hurdles. VTEC is now able to source and recruit interns remotely nationwide.
- g. Streamlined program paperwork and reduced new intern starting timeline to 2 weeks or less.
- h. Implemented FormAssembly and integrated with Salesforce for timely and improved customer service.
- i. Reached full capacity for the number of simultaneous ESTEP/VTEC interns (48), and attained records levels of interns at ESTEP sites.
- j. Revised business model to provide better program services with less staff.
- k. Increased intern participation from 32 to 48 interns despite shifting to remote work and other difficulties encountered with COVID-19 pandemic.
- l. Surpassed 100 alumni from the ESTEP/VTEC internship program.

## 2. Marketing/ Outreach

- a. Engaged in outreach activities:
  - i. Performed college site visits near internship sites, including:
    - 1. San Diego State University
    - 2. University of San Diego
    - 3. University of California, San Diego
    - 4. Point Loma Nazarene University
    - 5. Monterey Peninsula College
    - 6. Hartnell College
    - 7. Oxnard College
    - 8. Ventura College
    - 9. Moorpark College
    - 10. Santa Barbara City College
    - 11. San Diego Miramar College
    - 12. San Diego Mesa College
    - 13. Grossmont College
    - 14. San Diego City College
    - 15. Cuyamaca College
    - 16. Southwestern College
    - 17. Palomar College
    - 18. Purdue University
    - 19. California State University, Channel Island
    - 20. University of California, Davis
    - 21. California State University, Sacramento
  - ii. Oceanside Chamber of Commerce Military Affairs Subcommittee (bi-monthly)
  - iii. CSUSM Orientation

- iv. Basic Training for Higher Education (quarterly)
- v. Marine Corps Air Base, Camp Pendleton
- vi. Veteran Affairs Committee – Assemblywoman Tasha Horvath
- vii. San Diego Military Advisory Council
- viii. SVA Conference (yearly)
- a. VTEC marketing
  - i. Created website
    - 1. [www.veteranstoenergycareers.org](http://www.veteranstoenergycareers.org)
  - ii. Created new program fliers and swag.

## **WORKFORCE DEVELOPMENT**

ESTEP/VTEC metrics are as follows:

1. Student interns supported by this grant:
  - Private Sector – 40 interns
  - DOD Interns – 48 interns
2. List of schools with participating student(s):
  - 1) Arizona State University
  - 2) California State University, Channel Islands
  - 3) California State University, San Marcos
  - 4) California State University, Northridge
  - 5) Hartnell College
  - 6) Monterey Peninsula College
  - 7) Purdue University
  - 8) Saddleback College
  - 9) San Diego State University
  - 10) University of California, Santa Cruz
  - 11) University of California, Davis
  - 12) University of California, San Diego
  - 13) University of California, Santa Barbara
  - 14) University of Hawaii at Manoa
  - 15) University of Hawaii, West Oahu
  - 16) University of Michigan
  - 17) University of Missouri, Kansas City
  - 18) University of San Diego
  - 19) University of Southern California
  - 20) University of Utah
3. Average number of days prior to graduation participants have received job offers:
  - 133 days
4. List of students who went on to graduate school due to ESTEP/VTEC program:
  - 1) Casey Jones
  - 2) Giancarlo Coca
  - 3) Trevor Calton
  - 4) Daniel Riedel
  - 5) Jamie Rangel
  - 6) Kristen Ramillano

5. Number of ESTEP/VTEC participants who graduated from their academic institution:

- 52 students

6. New ESTEP/VTEC alumni:

- |                           |                       |
|---------------------------|-----------------------|
| 1) Akililu Tulu           | 26) Jeffrey Kadis     |
| 2) Alejandro Stephens     | 27) Jeremy Poche      |
| 3) Ammar Ameen            | 28) Jose Luis Garcia  |
| 4) Andrew Grewe           | 29) Joseph Akers      |
| 5) Angelo Pana            | 30) Joseph Santibout  |
| 6) Bashar Ameen           | 31) Joshua Pflieger   |
| 7) Blake Heck             | 32) Juan Wagner       |
| 8) Casey Jones            | 33) Juan Bautista     |
| 9) Chantal Newell         | 34) Kenneth Meadows   |
| 10) Christian Rivera      | 35) Kristen Ramillano |
| 11) Christian Galvis      | 36) Marcin Kalisz     |
| 12) Christopher Emery     | 37) Marcus Darnell    |
| 13) Collin Manganelli     | 38) Matthew Coe       |
| 14) Dan Paul Rojas-Garcia | 39) Michael Acosta    |
| 15) Daniel Vandiver       | 40) Michael Gardner   |
| 16) Daniel Ragan          | 41) Natividad Pestana |
| 17) Daniel Riedel         | 42) Patrick Senas     |
| 18) Donald Gates          | 43) Robert Maneke     |
| 19) Douglas Moore         | 44) Ryan Dokich       |
| 20) Eduardo Rosales       | 45) Ryan Rios         |
| 21) Gaston Ragazzo        | 46) Sean Agpaoa       |
| 22) Giancarlo Coca        | 47) Taylor Nicholls   |
| 23) Harrison Palmer       | 48) Timothy Jordon    |
| 24) Jamie Rangel          | 49) Trevor Calton     |
| 25) Javvi Avila           | 50) Youseff Elkassis  |

7. Number ESTEP/VTEC interns that started federal jobs:

- 7

8. List of employers for ESTEP/VTEC alumni (1<sup>st</sup> job only):

- |  |  |
|--|--|
| 1) Agilis Engineering Inc.                       | 10) Naval Undersea Warfare<br>Center Division, Keyport |
| 2) Ajinomoto Bio-Pharma<br>Services              | 11) NAVFAC   |
| 3) Atlazo  | 12) Nikon  |
| 4) BAE Systems                                   | 13) NIWC   |
| 5) Clay Valve                                    | 14) Northrop Grumman<br>Corporation                    |
| 6) Colonial Life & Accident<br>Insurance Company | 15) Olsson   |
| 7) Cymer, an ASML<br>Company                     | 16) Qualcomm   |
| 8) Envision Advantage                            | 17) San Diego County<br>Regional Airport Authority     |
| 9) Jet Propulsion Laboratory                     | 18) San Diego Padres                                   |

- 19)Sentek Global
- 20)Spectral Labs, Inc.
- 21)TEKsystems
- 22)Teradata Corporation
- 23)Tesla Motors

- 24)Veterans Empowered Through STEM
- 25)Veterans To Energy Careers
- 26)Viasat Inc.
- 27)Wasserman

9. ESTEP interns that are currently VTEC interns:

- 1) Branden Eckstein
- 2) Brodie Rowald
- 3) Cameron McCrorey
- 4) Cassidy Siegrist
- 5) Christopher Bowman
- 6) Christopher Aguilar
- 7) Cody Smith
- 8) Daniel Hernandez
- 9) Fernando Green
- 10)Jacob Norenberg
- 11)Javier Godina
- 12)Jeffry Martin

- 13)Jordan Berg
- 14)Kyle Venstrom
- 15)Marquise Smart
- 16)Miguel Carlos
- 17)Nico Alfaro
- 18)Robert Enger
- 19)Ryan Butler
- 20)Stephanie Aelmore
- 21)Timothy Reed
- 22)Tyler O'Neil
- 23)Tyler Arlan

10. Academic graduation rates for ESTEP/VTEC participants:

- 1) 100%

11. Academic retention rates for ESTEP/VTEC participants:

- 1) 100%

12. Employment placement rates for ESTEP/VTEC alumni:

- 1) 100%

13. ESTEP/VTEC grant student statistics (N=50)

- GPA on inception
  - 3.43
- GPA on exit
  - 3.34
- Average length of internship
  - 31.62 weeks

## ISSUES

Identify any issues that stand in the way of spending-to-plan and/or achieving technical milestones, and indicate any mitigation for addressing issues.

N/A