

EXHIBIT B

STUDENT INTERNSHIP/FACULTY EXTERNSHIP FINAL REPORT TEMPLATE

Project Completion Date
Final Report and Final Invoice Due

August 31, 2022
August 31, 2022

Submit by email with final invoice, no later than August 31, 2022 to alan.braggins@cact.org

College: Barstow Community College

Outcomes and results:

A. Use the table below to list the student interns who participated in the project:

Name of Student Intern	Hours Worked	Work Experience Credits earned	Name of DoD company and description of internship work
Alia Allen	72		Exquadrum
Angel Armenta	72		Exquadrum

Describe any benefits derived by faculty extern/coach from working with the DoD companies and student interns (for example real world experience that can be brought back and incorporated into the classroom or curriculum).



Joshua Oneal- Barstow Community College Faculty

Participating in this project has opened the door to many more opportunities for both faculty and students at Barstow Community College. Having access to an organization that produces proprietary information is hard to integrate into without the right connections. This opportunity to work with a DOD supplier has offered a life changing experience for all involved. I was so humbled and excited after meeting everyone and observing what they actually do on a day-to-day basis, that I was asking the president of the company where I could sign up to work for him.

He laughed and patted me on the shoulder and said I am doing exactly what I need to do, to work with him, and that is by training our students in the classroom so that I can develop the quality workforce he is looking for... And this is how we will begin our recruitment process for this aerospace company and any other organization willing to give students from our campus an opportunity to learn and grow.

Working as an educator is often shrouded in theory. Some instructors are only limited to what they have done in the past and they only offer solutions based on what they know... However, what will work for one organization will not work for all. Training our students for

something they will never use sounds pointless, yet we do it all the time. And then we wonder why the workforce isn't becoming saturated the way we want. It is because our training and real world expectations do not always line up.

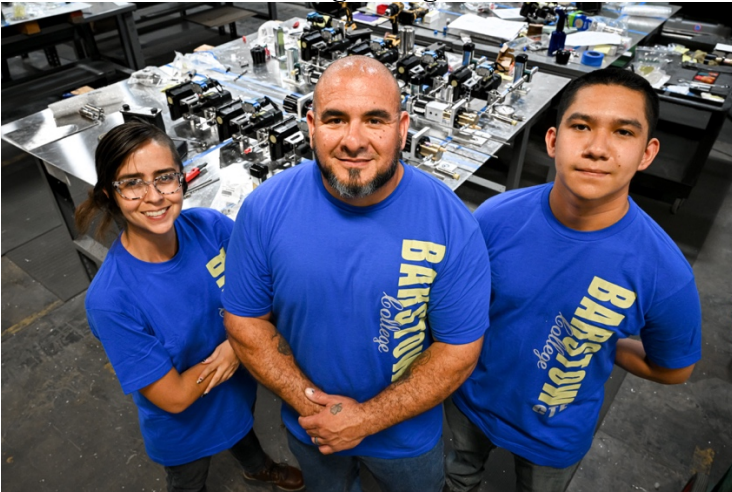
Participating in this project has eliminated that theory factor in my training. Now, I know what the company is looking for in a qualified candidate, which means I can take those skill sets and reverse engineer them in my classroom and in the lab for skills development.

When you have the chance to observe behind the scenes of a highly secure facility like Exquadrum, you begin to realize that the skills necessary is not really rocket science, no pun intended, but it really encompasses some basic knowledge of hand and power tools, understanding the terminology used for specific applications and finally realizing that there are multiple ways to achieve an outcome when using tools and building materials.

That old saying there are a thousand ways to skin a cat. Well that applies heavily in the trades. Not every trades worker is trained the same way. Nor have they been taught equitability in multiple trades.

Training someone who has the ability to understand multiple trades will be the mark of a successful trades worker in the future. Discovering this realization in the workplace with other organizations will help us in the classroom to make these pivoting decisions, as we continue to develop and roll out our industrial maintenance content for the future..

List anecdotal information regarding the success of student internship/faculty externship project:



Joshua Oneal- Barstow Community College Faculty

I believe one of the factors that lead to success in this project was my previous experience working in the trades. I had the ability to connect to the supervising workforce at this company and gained their trust early on in the process of collaborating.

Being able to understand mechanical processes and communicating with the appropriate terminology led to much more fluid conversation and again built trust between myself and the employees.

Approaching the president of the company with the idea to integrate two student interns into a trade sector that I had no idea about, made me very nervous.

But just like in any other unfamiliar job that I have approached in the past, I didn't let the nervousness overshadow the goal I was trying to achieve... Sharing the vision of wanting to help others resonated with this company, so the process was actually smoother than I thought it was going to be.

Once the candidates were chosen the next set of anxieties set in. I was equally nervous for the students' success as well as mine. However, I maintained close contact with the interns leading up to the project, throughout and even after... I made sure they knew they had a resource to turn to no matter what during this integration process. It worked so much that one of the interns was hired full time at the end of the project !!!

I am not certain that what was achieved on this one project will be the recipe for success in the future for all internships, however, it will be a starting point towards success. All we can do is improve from here, more attempts at facilitating these opportunities will benefit the student intern, the faculty extern and the company they are vetting in more ways than one...

**Performance Review from Exquadrum for Angel Armenta:
Joey Chaffin-Mechanical Engineer/ Prototype Shop Manager**



Angel slightly before his scheduled start time and was ready to work at that time everyday. Once Angel got more comfortable with the people that he was working with we got to see more of his personality and drive. Angel performed operations that includes: set-up and running of CNC machines, running manual lathe, instrument panel fabrication/ assembly orbital welding, and many more. He is a hardworking individual that quickly picked up several aspects of the jobs he shadowed. Exquadrum Personnel commented on Angels ability to pick up tasks very quickly; however, they recognized the lack of familiarity with these task as he had never been exposed to them in the past. This led to a learning curve; however, once he was aware of how to operate the tools, his work pace increased. During his time here Angel got to work hands on with the tools, equipment, and techniques that are used in an aerospace manufacturing and fabrication setting. With the knowledge that he gained; he will be able to be more confident in his abilities in the future.

**Performance Review from Exquadrum for Alia Allen:
Joey Chaffin- Mechanical Engineer/ Prototype Shop Manager**



Alia was very time punctual was here and ready to work at the predetermined time everyday. Alia is a very hardworking individual. She would constantly ask questions about the different manufacturing, fabrication and assembly processes that she was shadowing and would frequently take over and perform the operations herself. The operations that she performs include: set-up and running of CNC machines, running manual lathe, instrument panel fabrication/ assembly orbital welding, and many more. This outgoing, hardworking mentality, and prior knowledge that she brought to work everyday was instantly recognized by the other employees of Exquadrum. As the overseer of the Barstow interns, I have Exquadrum personnel coming to me praising the work she was doing. She was so confident in the work she was performing and the quality was so impeccable, that it led to her being assigned tasks and then left to perform these tasks on her own. Alia's performance was so outstanding that the technicians that she was working with asked me if they could have her for following day so that they could meet an important deadline. This request was due to her ability to perform and maintain an industrial level work flow with limited oversight.

Alia, work pace, quality of work, attitude, and attention to detail lead her to receiving a job offer as an entry level Aerospace Technician here at Exquadrum starting July 25th.

List any extenuating circumstances that prevented you from completing objectives of the project:

N/A – Despite a slow start, we were able to successfully bring on two interns and complete the project.

Describe your three greatest challenges you experienced in completing the internship project:

1. The interns had to adjust to the fast-paced learning environment. It was a challenge to remember all of the activities and actions needed within the 72-hour time frame.
2. The interns would have benefited from transportation waivers. Barstow Community College is located miles away from the nearest qualified employer.
3. The interns had to learn how to navigate workday while trying to navigate the internship. They could have benefitted from a few more hours of onboarding assistance that didn't impact their 72 hours.

Describe your three greatest successes from the student internship/faculty externship project:

1. Alia was offered a full-time job following the 72-hour internship.
2. The interns learned how to work in a team setting to accomplish a goal.
3. The faculty member played a pivotal role in the success of picking students and completing the internship successfully.

Anything else you wish to add:

Please see our press release attached.