



Mr. Chairman and members of the committee, my name is Kara Glenn. Silver Fox Pipeline and Facility Services Inc. is dedicated to our community and to growing the local workforce by preserving local jobs with local people who are committed to the community. Long before the pandemic hit, we were trying to figure out how to change the culture of work and keep construction crews here and working through the winter. Every year we go through our ups and downs, where guys and gals who are amazing workers face layoffs and unemployment. Currently, welders go back to their out of state homes when work is slow, and operators are hard to find in the winter.

We posed several questions. What if we could cross train employees that are traditionally seasonal? What if we could have veteran welders and experienced dozer operators provide training to people interested in entering the field. If we could use this model to grow our local workforce and in doing so, support community resiliency? This is exactly what we did and how Trade Ready was formed. Based on the need to diversify and adapt workforce to the ups and downs, we established a training center and curriculum for safety, structural welding, pipe welding, and heavy equipment operator training.

Our first group of students hit the ground running on October 1<sup>st</sup>, 2020 in our structural and pipe welding course. Our students are all so unique with their stories and why they are taking the course. It was very important to us for our students to know we wanted them to succeed. From making sure we brought in a bilingual instructor, to finding the instruction time for single moms and dads who wanted to take the course, we have provided every opportunity for success that we could:

Students work on real projects such as pig pens, gates, supports and stairs, and develop practical skills that apply directly to real oilfield jobs. They also receive their required safety certifications.

We have an 11-student capacity for our both our Structural and Pipe Welding courses. All 11 students graduated the Structural portion of the course and moved to the pipe welding portion, and 10 of them have already received jobs in some sort of welding/fabricating capacity. Our students have completed more than 250 hours of hands-on instruction and have completed real projects for companies like John Deere in Williston and Steve Sharp Crane in Watford City.

The Technical Skills Training Grant allowed us to purchase equipment, welding supplies, safety supplies and pipe for our students. We were also able to hold safety courses that are required for workers in the Oil and Gas industry. The Technical Skills Training Grant and the support of our local officials and community have allowed us to continue with our commitment to providing displaced workers with a new trade to reenter the workforce and keeping workers in North Dakota.

I'm please to now introduce Ray Berry, from Omnibyte Technology. Thank you!