

*Fort Berthold Community College*



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October 31, 2008

ND Industrial Commission

ATTN: Oil and Gas Research Program

State Capitol – Fourteenth Floor

600 East Boulevard

Bismarck, ND 58505

Dear Oil and Gas Research Council Members,

Attached you will find 2 copies of the Industrial Safety Training Program Grant Application. The application is being made by Fort Berthold Community College (FBCC).

As the Academic Dean of FBCC, I am authorized to contract with the commission if our application should receive funding. Feel free to contact me if you have any questions or need further information at 701-627-4738, Ext. 240. Thank you very much for your consideration of this valuable training proposal.

Sincerely,

Dr. Clarice Baker-Big Back

Academic Dean, FBCC

Enclosures

# **COMMERCIAL DRIVER TRAINING PROGRAM**

Fort Berthold Community College

Dr. Clarice Baker-Big Back, Academic Dean

October 31, 2008

\$62,900

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## **Abstract**

This proposal is a small-scale, modest effort to meet the needs of the critical oil and gas industries for truck drivers, to provide safer driving conditions for the people of the Fort Berthold Reservation, and to foster economic development on the reservation. Oil and gas companies are ready to explore for and develop the oil and gas resources in our area, but there is a major barrier--in many cases there are not enough qualified drivers to transport fuels, haul water, move heavy equipment, or remove refuse. Without drivers with the requisite skills, oil companies and oilfield service companies are not able to economically develop the oil and gas resources. The shortage of qualified drivers able to adapt to North Dakota Winter driving conditions likewise poses a safety hazard. Fort Berthold Community College (FBCC) is developing a Commercial Driver Training Program (CDTP) to train individuals interested in careers in driving. The CDTP will improve safety practices, enhance retention of drivers by training those with ties to the area, provide high-paying jobs, and enhance the reservation's quality of life. In order to enhance this program, we need to provide financial assistance to applicants and provide a Safety Trainer and appropriate coursework. Our grant request is for the Oil and Gas Commission to sponsor our program for the next year. We are also asking for start-up funding for two part-time positions—permit/safety trainer, and Project Manager. Our target audience is anyone on the Fort Berthold Reservation interested in a driving career. We will provide area companies with a skilled workforce to fill their employment needs. The total cost of this project is \$137,106; we are requesting \$62,900, with the remainder coming from in-kind match from FBCC and both in-kind and financial match from Tribal employment agencies.

The main areas of training will be in: Safety; driving permit and license preparation; and the CDL program. The development of technical skills will be accomplished by utilizing hands-on training on industrial equipment and nontraditional classrooms.

## **Project Summary**

One consequence of the recent upsurge in activity in the oilfields on and around the Fort Berthold Indian Reservation has been a dire need for Truck Drivers in oilfield related businesses. This need encompasses not only drivers for oil takers, but also for water haulers, heavy-equipment movers, refuse haulers, dump-truck drivers, and a host of other support-service operators. Currently, trucking services are being provided by stretching the already-thin pool of local operators even further, or by importing drivers from the companies' home states, principally Texas and Louisiana. Non-native drivers often lack the experience and skills necessary to safely navigate North Dakota roadways during the winter, and are often unaware of general safety procedures as practiced here. One of the areas of our Program is an intensified pre-hire, safety training program that provides potential employees with safety classes.

Most of the trucking positions are high-wage, benefited, primary sector jobs. Entry-level new hire employees are starting at wage rates of \$18.00 - \$27.00 per hour. Another concern for the industry is the number of people entering retirement age. It is expected over the next 5 years that over twenty percent of the current local drivers will be retiring. Where will the workforce come from? While the demand for drivers can be affected by changes in the oil industry, the rate of new discoveries in the Bakken Formation and its surrounds suggests that the need is likely to increase, not wane, over the next ten years. Training Tribal members will benefit the economy of the Reservation and of the region generally. Another goal would be facilitating refresher or recurrent training, since many driving or safety certifications need to be renewed every year.

## **Project Description**

The primary goal of the Commercial Driver Training Program (CDTP) is to work closely with the energy industry to train individuals interested in becoming Truck Drivers for the oilfield industries. We will provide training and a development process to all qualified applicants. Participants will be trained in basic safety issues. We will provide funding for safety refresher courses for employed participants. FBCC is in close proximity to the oilfields in which participants will be employed.

We use classroom and hands-on training for both our CDL and safety courses. Our objective is to train a workforce in both the skills needed to become drivers, but also an understanding of safety rules and regulations. An example of the type of hands-on training that we provide is the use of a semi-trailer rig on which the applicants actually practice their driving skills; another is the use of simulated safety emergencies to train participants in how to cope with (and learn to prevent!) such occurrences. These courses require both classroom training and practical application.

Area companies need an employee ready to go to work. This cuts down on the business costs, which increases the business profits, allowing for a stronger economy. Trained workers are more likely to be retained in the energy industry, which is good for our economy and our communities.

FBCC is already active in CDL training; we have already put a cohort of 3 through the training, and have 11 applicants completing training to receive their licenses, after which they will be eligible to be in the next training cohort. Our project seeks funding to pay the tuition for a 15 trainees, which many cannot afford on their own, and to allow us to develop a safety training program for our CDL applicants.

## **Standards of Success**

The key to the success of this program is being responsive to the needs of the energy industry. The CDTP will be measuring success by the following means:

1. Evaluation summaries of safety training programs by participants and employers.
2. Tracking of the number of participants in the program who are hired as drivers.

## **Background**

The development of the CDTP has been driven by the requirements of industry, but also by the needs of the Nueta, Hidatsa, and Sahnish people whom the College serves. The shortage of a qualified workforce brought the opportunity for FBCC to develop the program and to build the workforce; likewise, the explosive increase in truck traffic on the city streets, highways, and rural roads of the reservation has intensified the need for safety-trained drivers accustomed to navigating our winter conditions. And the need for secure, high-paying jobs to bolster the tribal economy further points out the need for this program.

An Advisory Committee has been meeting since the summer of 2008. The Committee consists of: Dewey Hosie, director of the Tribal Employment and Rehabilitation Office (TERO); Sherri Steele, head of our Job Service Office; Jerome Dancing Bull, director of the 477 Program; Kenny Lyson, FBCC driving permit and safety trainer; Delrene Simpson, the CDTP Manager; and Dr. Clarice Baker-Big Back (ex-officio), the CDTP Director. Their involvement in the development of this training program has been instrumental. In August of 2008, an initial meeting was held; this meeting had been advertised across

the reservation, and drew over 25 potential participants. Members of the Advisory Board explained the development of this program, listed the requirements, and set up a schedule to do CDL licensure training. FBCC has already provided licensure training for 11 students, and three applicants who already had licenses have completed CDL training. We are currently working with NDSCS to develop our Safety course.

## **Qualifications**

In August 2008, FBCC was assigned primary responsibility for the workforce training initiative for the Fort Berthold Indian Reservation, working with Williston State College (which is the lead institution for Workforce Training in northwest North Dakota). As the Academic Dean of FBCC, it is Dr. Baker-Big Back's job to serve as the Principal Investigator on all grants affecting the academic areas of the college, with ultimate responsibility for ensuring that coursework and training adhere to the standards of NDCTE as well as those of the college. The CDTP is one of the programs that she will oversee. Kenny Lyson, our training instructor for both licensure and safety, is State-certified to conduct safety training, and has attended 'train-the-trainers' sessions at Williston to qualify him to conduct the permit and license training. Delrene Simpson will handle budget, reporting, and evaluation for the project; she has five years of experience in such grant management as the FBCC coordinator of a statewide Department of Justice grant project to prevent campus violence, and holds a degree in business. Dewey Hosie has managed workforce training at TERO for over 10 years. Sherri Steele and Jerome Dancing Bull each have at least 5 years experience in job training, placement, and support.

## **Value to Our Community, and ND**

The oil and natural gas industry is a major employer in North Dakota. Companies working in the oilfields on and around Fort Berthold face a shortage of drivers with the safety skills needed for long-term employments. This shortage of qualified drivers creates an impediment to the development of badly needed oil and natural gas resources. This in turn produces an adverse economic impact not just to the area, but for North Dakota, and indeed the United States. The oilfield companies bring in “new wealth” to the reservation and the state. Important objectives of this project are to offer courses in areas that improve the overall living standards in our community, to make the oilfield and our roads safer places, and to contribute to the solution of the energy crisis gripping the United States. This project will create a more skilled and professional corps of drivers, and set standards that give credibility to the professionalism of those holding driving jobs in the oilfield. By achieving a higher level of professionalism, these workers will greatly improve the public image of the oil and natural gas industry.

## **Management**

FBCC will be able to provide all financial information and reports through our Grant Department in the Business Office. The Project Manager will be directly involved in the tracking of all information needed for reporting to the Industrial Oil and Gas Commission. All evaluations and standards will be maintained in the office of the Project Director. A review of the program will be held at the College’s monthly Curriculum meeting. The Industry Advisory Committee meets every month; they receive updates on the progress of the CDTP.

## **Timetable**

Our grant request is for one year. All positions are already filled, and our Advisory Committee has asked that we provide ongoing training on a regular basis. In order to meet their needs, we need to

begin funding our applicants as soon as possible. Interim reports will be provided as often as the granting agency requires.

Year One

- Provide tuition and fees for fifteen (15) trainees
- Provide permit training for as many of the 15 as require it (Fall 2008, Spring & Fall 2009)
- Develop Safety Training Courses (November 2008)
- Offer Safety Courses on a regular (Spring 2009, Fall 2009)
- Continue to offer CDL training on a regular monthly basis

**Budget – Year 1** (Nov. 1, 2008 – Oct. 31, 2009)

ITEM	GRANT REQUEST	FBCC MATCH	OTHER MATCH
<b>Salaries &amp; Fringe:</b>			
Project Director	\$0.00	\$18,788.00	\$0.00
Safety/Permit Trainer	\$6,500.00	\$1,430.00	\$0.00
Project Manager	\$5,400.00	\$1,188.00	\$0.00
TERO Director	\$0.00	\$0.00	\$13,000.00
<i>Subtotal</i>	<i>\$11,900.00</i>	<i>\$21,406.00</i>	<i>\$13,000.00</i>
<b>Office Equipment:</b>			
Furniture	\$0.00	\$1,000.00	\$0.00
<i>Subtotal</i>	<i>\$0.00</i>	<i>\$1,000.00</i>	<i>\$0.00</i>
<b>Training Equipment:</b>			
Training rooms/labs	\$0.00	\$13,000.00	\$0.00
Projection Unit	\$0.00	\$1,500.00	\$0.00

Books	\$0.00	\$300.00	\$0.00
<i>Subtotal</i>	<i>\$0.00</i>	<i>\$14,800.00</i>	<i>\$0.00</i>
<b>Student Support:</b>			
15 @ \$3,900	\$35,100.00	\$0.00	\$23,400.00
Fees	\$900.00	\$0.00	\$600.00
Stipend for trainee travel, food, and post-completion certification renewals	\$15,000.00	\$0.00	\$0.00
<i>Subtotal</i>	<i>\$51,000.00</i>	<i>\$0.00</i>	<i>\$24,000.00</i>
<b>TOTAL</b>	<b>\$62,900.00</b>	<b>\$37,206.00</b>	<b>\$37,000.00</b>

## **Budget Narrative and Matching Funds**

Our grant application is for tuition, fees, stipends, and two part-time positions. The position salaries and benefits are listed in the budget. Each of these positions is crucial to the project; we need to pay our trainer, have a person responsible for reporting, budget management, and evaluation, and an overall Project Director to ensure adherence to standards. The TERO director, in addition to being a first-contact referral of candidates, arranges drug testing, background checks, and financial aid; TERO itself will provide Tuition and fees for 6 trainees. The college will be providing classroom and training space, office furniture, phone, and computer service for the PI, PM, and Trainer, and a computer projection system for the classes.

## **Tax Liability**

FBCB operates as a two-year tribally-chartered community college. The College is considered a tribal agency and has no outstanding tax liability to the state of North Dakota. For further clarifications, contact Valorie Brady in the Business Office at 627-4738. Extension 228.