My name's Mike Starner. I'm NECA's Executive Director of Outside Line Safety. You know, when we look at the industry, we start to talk about workforce development a lot, right? And things have been changing in our industry more complex than ever before. The safety professional needs to understand not just how the workers perform, but also some of the more modern methods for managing hazards and managing unsafe conditions. And, you know, sometimes we feel unprepared for that. And so if you think about the energy that we put into workforce development, one thing that I recognize and one thing that NECA recognizes, and of course our chapters and our JATCs recognize, is that we're not doing enough to develop our safety professionals. So I did learn about a good program at Missouri Valley. It was the Powerline Safety Specialist Program. I was invited to come out and check it out and see what it was all about. I was lucky enough to sit down for a couple days and see the instruction and process. I got to see the attendees sort of learn new skills. It was a mixed group. folks from, you know, with an academic background, but lacked the experience with the trade itself. And we had some folks that came from the trade, but they were missing sort of the safety management experience. So what this course was able to do was prepare those folks for their role in safety in a way that they're not going to go out there and be thrown into the wolves, right? Well, the last thing we want to do is put somebody in a position where they're there to protect lives and help improve safety performance and have them be not effective, right? So what can you do to make these people more effective? You can take advantage of programs like the Powerline Safety Specialist. So if you have the opportunity and you want more information about it, I encourage you to reach out to Missouri Valley and see if you can get one of your people in it today.