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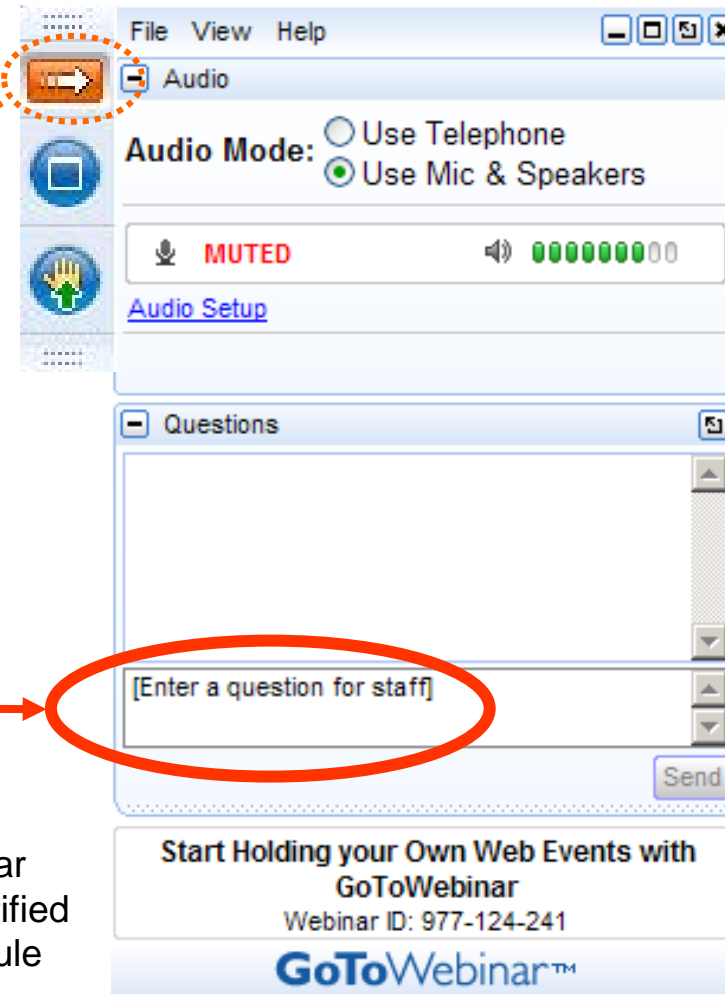


# Training & Mentoring

# Your questions please?

(if you don't see the control panel, click on the orange arrow icon to expand it)

Please enter your questions in the text box of the webinar control panel (remember to press send)



The screenshot shows a GoToWebinar control panel window. At the top, there is a menu bar with 'File', 'View', and 'Help'. Below the menu bar, there is a vertical sidebar with several icons: a blue square, a blue square with a white square inside, a green hand icon, and a blue square with a white square inside. The main area of the control panel is divided into two sections. The top section is titled 'Audio' and contains the following elements: 'Audio Mode:' with two radio buttons, 'Use Telephone' (unselected) and 'Use Mic & Speakers' (selected); a 'MUTED' indicator with a microphone icon and a volume level indicator showing 00; and a link for 'Audio Setup'. The bottom section is titled 'Questions' and contains a large text input field with the placeholder text '[Enter a question for staff]' and a 'Send' button. An orange arrow points to the orange arrow icon in the sidebar, and another orange arrow points to the text input field. At the bottom of the control panel, there is a promotional banner for GoToWebinar with the text 'Start Holding your Own Web Events with GoToWebinar' and 'Webinar ID: 977-124-241'.



Remember: The completion of a Nautel webinar qualifies for  $\frac{1}{2}$  SBE re-certification credit, identified under Category I of the Re-certification Schedule for SBE Certifications.

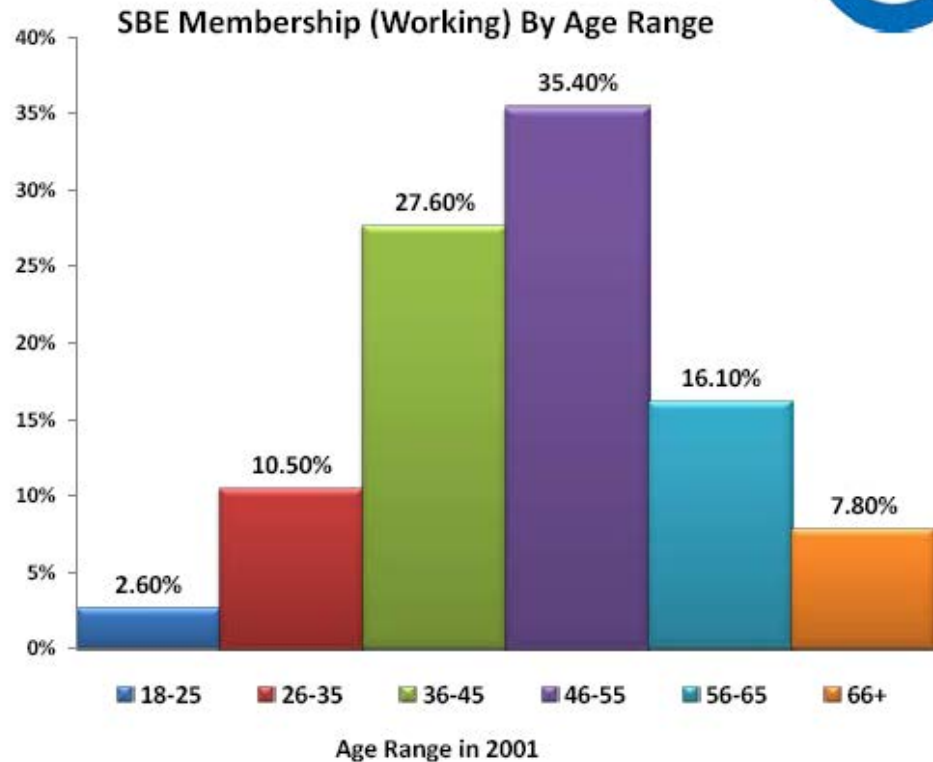


# Ideas for things to discuss

- **Greying Talent Pool**
  - We're not getting younger!
- **What can be done?**
  - Finding the Elmers
  - We work in a “learn by doing” career
- **Ways to Mentor**
  - It may not be as time consuming as you think!
- **Other thoughts**
  - How to attract young folks
  - How to keep the interest

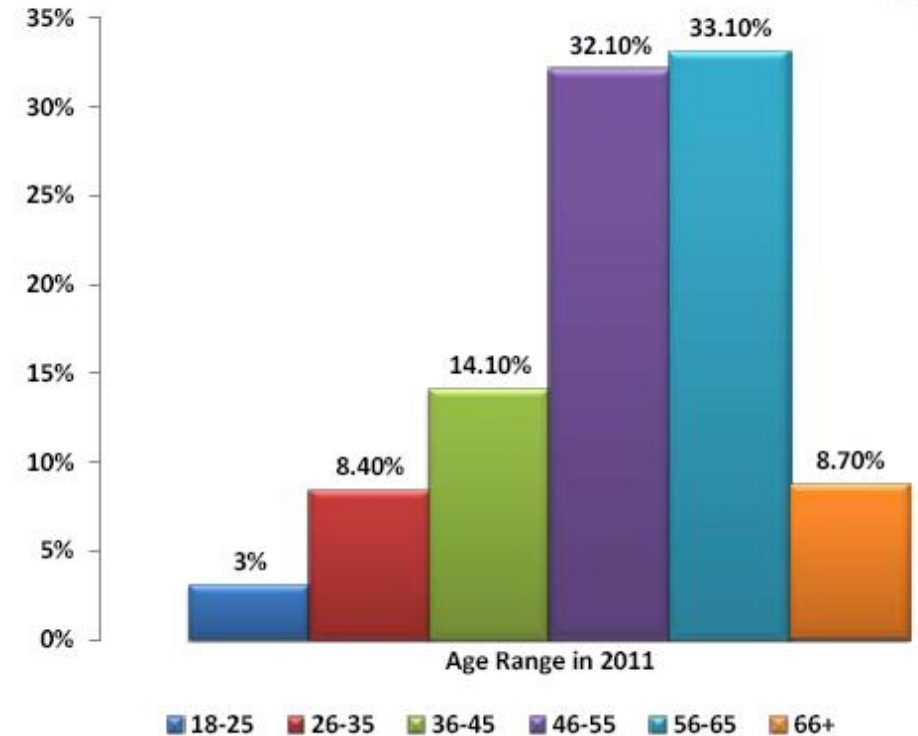
# Graying Talent

## Aging Demographic



Percentage of Membership

**SBE Membership (Working) By Age Range**



From the paper, *The Shortage of Broadcast Engineers – is there, or do we just need to know where to look?*  
by John L. Poray, CAE, Executive Director, Society of Broadcast Engineers,  
2012 NAB Broadcast Engineering Conference.



# SBE Mentor Program



Developing Tomorrow's Broadcast Engineers!

## Program Description

The SBE Mentor Program is designed to help broadcast engineers who are new to the field. The program partners a new engineer with a more-seasoned professional. This allows the more-experienced person to share his or her gained knowledge, both empirical and practical, with someone new to the field. The SBE Mentor Program



### SBE National Headquarters

Society of Broadcast Engineers Inc.  
9102 North Meridian Street,  
Suite 150  
Indianapolis, IN 46260





## Mentor Qualifications:

- Current SBE member; values the organization, its mission and its work.
- Currently in the profession of broadcast engineering.
- Minimum of five years working in the profession.
- Ability to commit to calls every other week with your mentee for one year.
- Desire to help others grow and excel in their careers.
- Positive attitude toward the profession and learning.



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## EDUCATION

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Ennes Workshops™

SBE Mentor Program









## NCSA/PEP



### General Information

NCSA/PEP stands for Non Commercial Sustaining Announcement/Public Education Program. It is an old Federal Communications Commission logging term indicating radio or television stations receive no revenue for the announcement. Instead, the revenues from an NCSA program help to fund the broadcasters' statewide trade association, the Wisconsin Broadcasters Association. The program defrays the costs of conventions, seminars and

**Thank You  
for YOUR  
Stations'  
participation**  
in the WBA's Public  
Education Program/  
NCSA Campaigns!

**DO YOU HAVE A PUBLIC  
EDUCATION MESSAGE  
FOR THE STATE OF  
WISCONSIN?**

The WBA's Public Education Program may be the right fit for you. Government agencies and non-profit organizations using NCSA/PEP are diverse in scope, but all need to reach a broad cross-section of Wisconsinites in the most efficient and cost-effective way.





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## Welcome to Radiolists.net !

This server was set up to host professional mailing lists to serve those in the BROADCAST industry.

From this page you can easily subscribe to one or more lists, or go directly to the archives for a list to read posts.

(For those of you wanting control of your inboxes, the list abbreviations (like [BC], for example) are added so you can easily set your filters to put them in separate mailboxes.)

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## The Broadcasters' Desktop Resource

... edited by Barry Mishkind - the Eclectic Engineer

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## RF Engineering

### FORUM



#### AM Radio

AM Radio discussion. Directional arrays are FUN!



#### FM Radio

FM does it with frequency!



#### SW Radio

The voices heard 'round the world



#### TV Engineering

It's just radio with pictures! 😊



#### STL Engineering

Gotta watch those Fresnel zones!



#### FCC Discussion

Discuss FCC rules, regulations, news, and information!



# Online Information



## **Webinars**

<https://www.nautel.com/resources/webinars/>



## **Nautel Waves Newsletter**

<https://www.nautel.com/newsletters/>



## **YouTube**

<http://www.youtube.com/user/NautelLtd>



# THANK YOU!

