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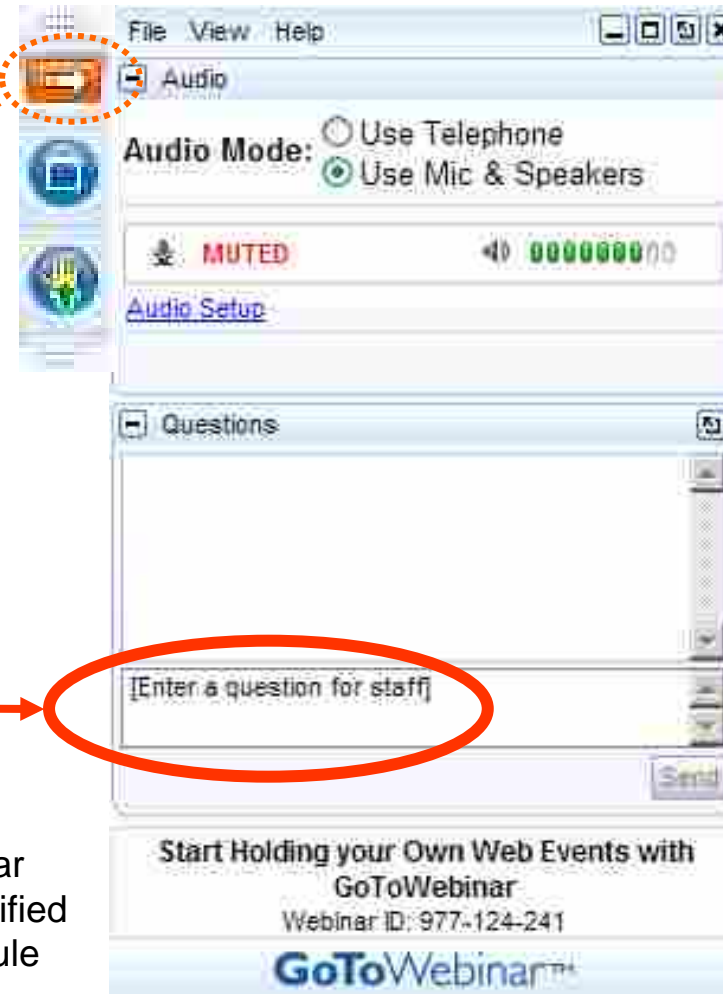
Episode #85

NextGen Talent: Education & 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)



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.



- The situation
- The challenges
- Points to ponder
- Possible suggestions?



<https://www.spellbrite.com/shop/help-wanted-neon-led-sign-letters/>

The idea of education has been so tied to schools, universities, and professors that many assume there is no other way, but education is available to anyone within reach of a library, a post office, or even a newsstand.

"Education of a Wandering Man" Louis L'Amour, 1989



Where's the Engineer???

The ramifications of fewer engineers in the industry

Wisconsin Broadcasters' Association

Summer Conference, La Crosse, WI

20 June 2012

Jeff Welton

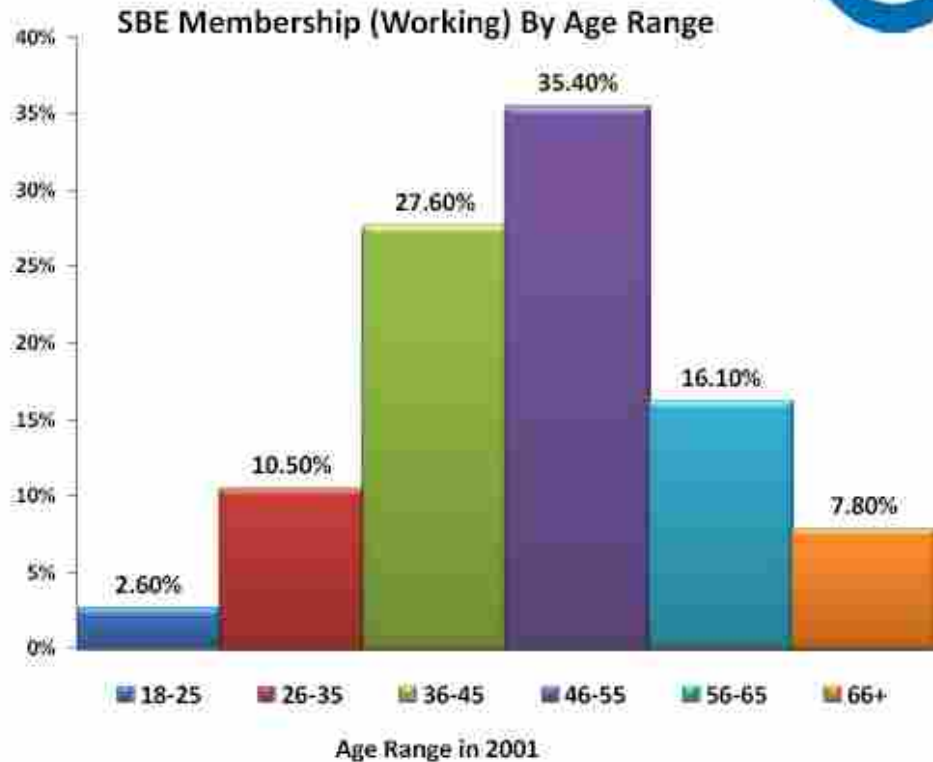
Regional Sales Manager, Central U.S.

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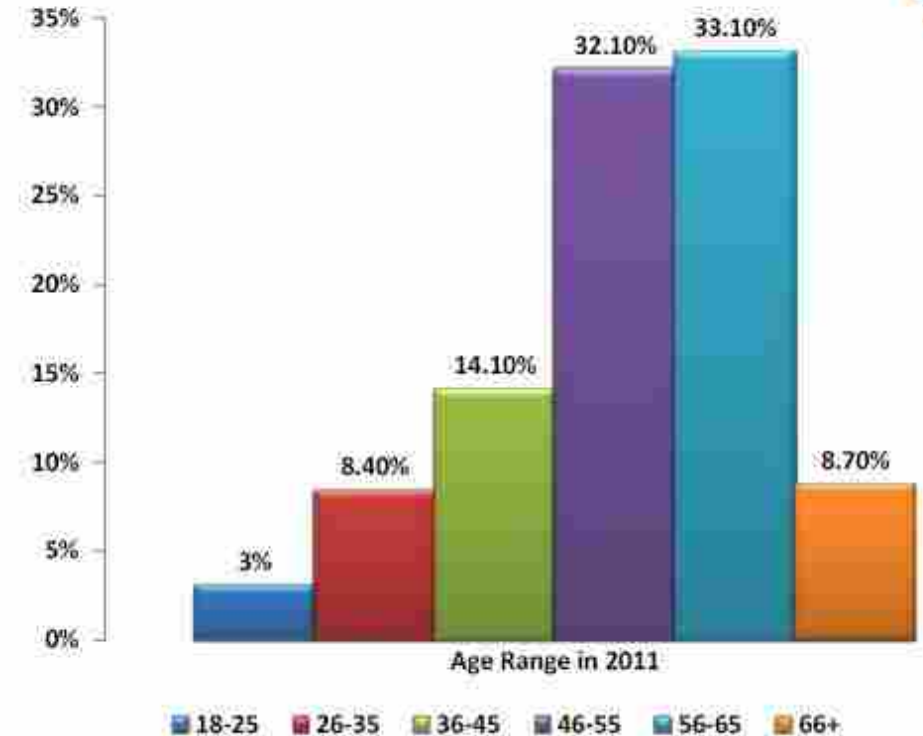
Graying Talent

Aging Demographic



Percentage of Membership

SBE Membership (Working) By Age Range



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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.







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Preparing Next Generation Workers: Wisconsin Youth Apprenticeship Media Broadcast Technicians Pathway

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Browse 193 RADIO BROADCAST ENGINEER Jobs (\$39K-\$93K) hiring now from companies with openings. Find your next job near you & 1-Click Apply!

What are popular job titles related to Radio Broadcast Engineer jobs? ▼

What job categories do people searching Radio Broadcast Engineer jobs look for? ▼



Origin of the term “Elmer”

The term “Elmer”—meaning someone who provides personal guidance and assistance to would-be hams—first appeared in QST in a March 1971 “How’s DX” column by Rod Newkirk, W9BRD (now also VA3ZBB).

Newkirk called them “the unsung fathers of Amateur Radio.” While he probably was not trying to coin a term at the time, here’s how Newkirk introduced “Elmer” in his column and, as it turned out, to the rest of the Amateur Radio world:

“Too frequently one hears a sad story in this little nutshell: ‘Oh, I almost got a ticket, too, but Elmer, W9XYZ, moved away and I kind of lost interest.’” Newkirk went on to say, “We need those Elmers. All the Elmers, including the ham who took the most time and trouble to give you a push toward your license, are the birds who keep this great game young and fresh.”

—Rick Lindquist, N1RL

<https://www.hamfesters.org/main/hamfesters-elmer-list/>



EDUCATION

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SBE Mentor Program

<https://sbe.org/>



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 provides a means for SBE members to share knowledge and experience. For the seasoned mentor, it's a chance to give something back. For the freshman mentee, it's an ideal way to gain inside knowledge and understanding that can sometime take years to accumulate.

The partnership will last for one year. The first mentor/mentee partnerships began Oct. 1, 2016. As mentors and mentees apply to participate they will be partnered to work together for one year. Mentors and mentees can establish a schedule that works best for the pair, but the SBE asks that you connect by phone at least once every two weeks.



<https://sbe.org/education/sbe-mentor-program/>

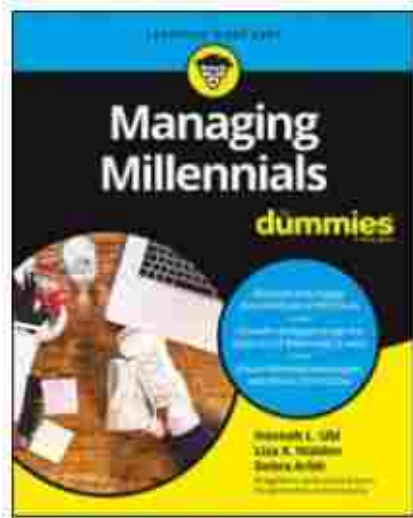


SBE Ennes Workshop @ the 2023 NAB Show

The SBE Ennes Workshop is the traditional kick-off for the NAB Show. In 2023, it will span two days on April 14 and 15. It will also be a stand-alone event with separate registration from the convention. There will also be two separate educational tracks: RF 101 Boot Camp and NextGen Broadcast. You can register for one or the other by April 3. Both will be held at the Westgate Resort, so it's convenient to arrive two days early and attend the SBE Ennes Workshop before the exhibits open. If you register for the SBE Ennes Workshop, you will receive a code for \$150 off your NAB Show conference registration.

ENNES
WORKSHOP





- In a 2013 survey of more than 40,000 employees at 30 companies around the world, TINYpulse, a survey and research company, found that the number-one reason people liked their jobs was because they enjoyed the people that they worked with.
- At Google, employee satisfaction rose 37 percent as a result of initiatives dedicated to employee satisfaction — suggesting that financial incentives aren't enough to make for highly productive employees.
- A study by economists at the University of Warwick found that happiness at work led to a 12 percent spike in productivity, while unhappy workers proved 10 percent less productive.
- According to LinkedIn, 57 percent of Millennials say that work friendships make them more productive.

<https://www.dummies.com/article/business-careers-money/business/management/3-millennial-stereotypes-misinterpreted-243134/>



Communication formats – sometimes how you say something (the media AND the tone, whether real or perceived) is more important than what you say



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A forum for the people who get it done

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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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Resulting Safety Concerns

I have been getting calls from IT people who are struggling with transmitters that are beyond their level of education or understanding. Those people often do not have the Ohm's Law basic knowledge to help them think through component level troubleshooting problems. Any upcoming radio broadcast engineer needs to recognize this and train accordingly to be equipped mentally to deal with this when it occurs.

Mark Persons, "Where Have All the Engineers Gone?", Radio World, 16 May 2012

- More and more, the person tasked in maintaining the station may have a solid IT background, but have much less training and experience related to dealing with high voltage situations.
 - Power Supplies
 - Tube cavities
 - RF Filters, Phasors, Antenna Tuning Networks



29CFR1910 says:

(3) *Additional requirements for qualified persons.* Qualified persons (i.e., those permitted to work on or near exposed energized parts) shall, at a minimum, be trained in and familiar with the following:

(i) The skills and techniques necessary to distinguish exposed live parts from other parts of electric equipment,

(ii) The skills and techniques necessary to determine the nominal voltage of exposed live parts, and

(iii) The clearance distances specified in §1910.333(c) and the corresponding voltages to which the qualified person will be exposed.



Closing thoughts:

- There are young folks who can be enticed into this industry...
 - Look at the tech schools, don't worry about degrees.
 - Hold an open house, look for the kids who are more interested in what the mic or camera is connected to than standing in front of it.
 - Keep them involved and interested – if you lose their interest, the money won't matter.



Questions, comments, thoughts?

- What do you think would help young people get interested?
- What do they need from the career? Or is it just a job?
- How do we find them? Once found, how do we keep them?



Online Information



Webinars

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



Nautel Waves Newsletter

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



YouTube

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



Online Info, such as the Broadcasters' Desktop Resource

<https://www.thebdr.net/>





THANK YOU!

