



Jeff Welton

Sales Manager, Eastern USA
Nautel



Dr. Andy Gladding

Chief Engineer
Salem Media



Gary Cavell

President
Cavell, Mertz & Associates



Episode #97

Education and Mentoring

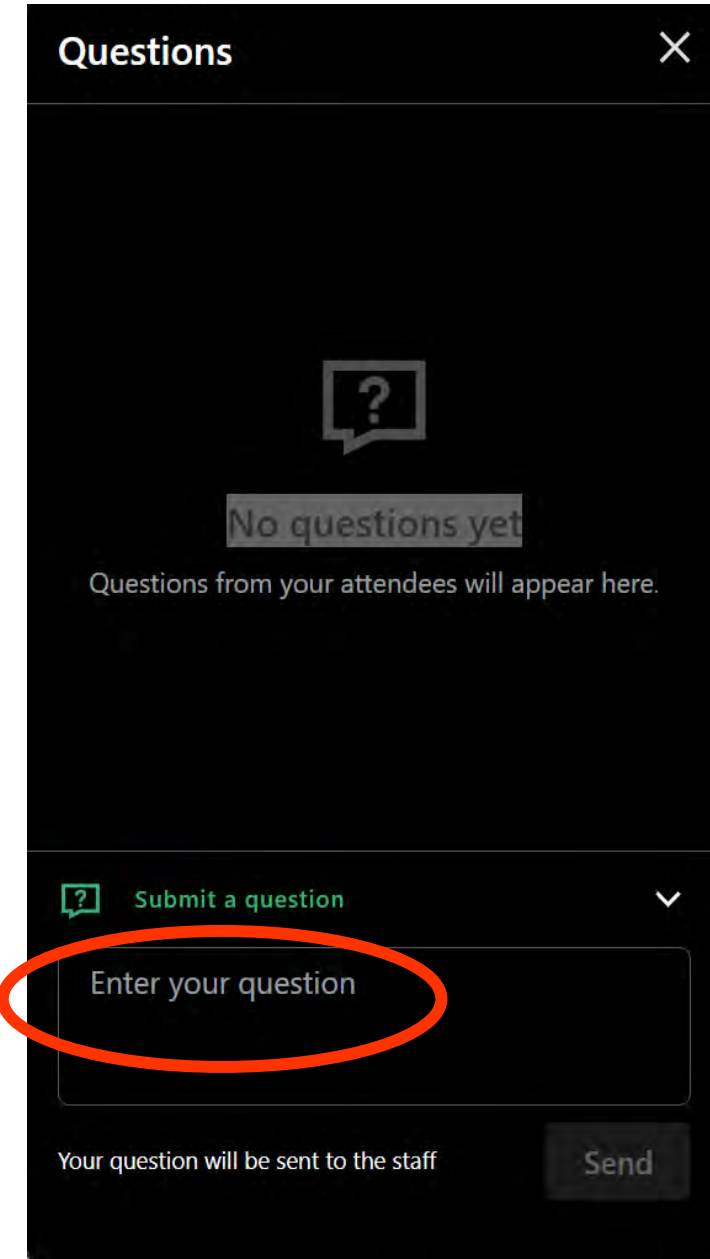
Your questions please?



1. Find Questions symbol on the webinar control menu.
2. Please enter your questions in the text box of the webinar control panel window. (remember to press send)



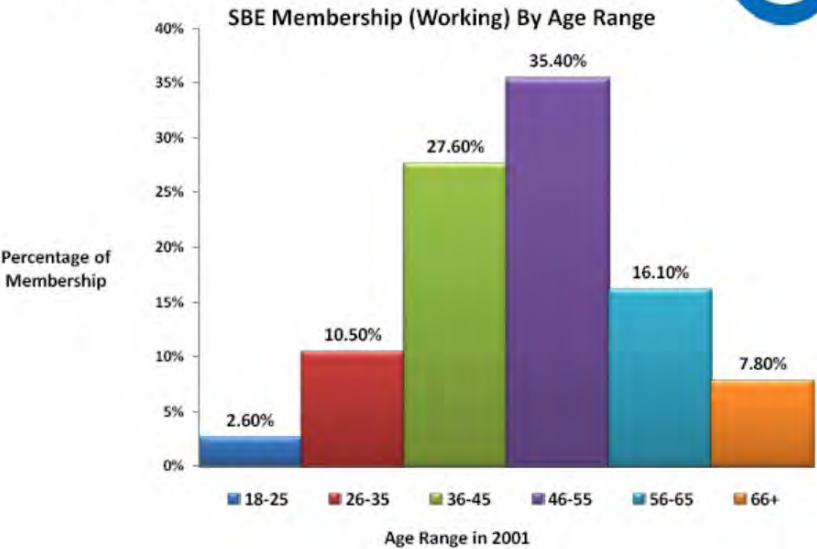
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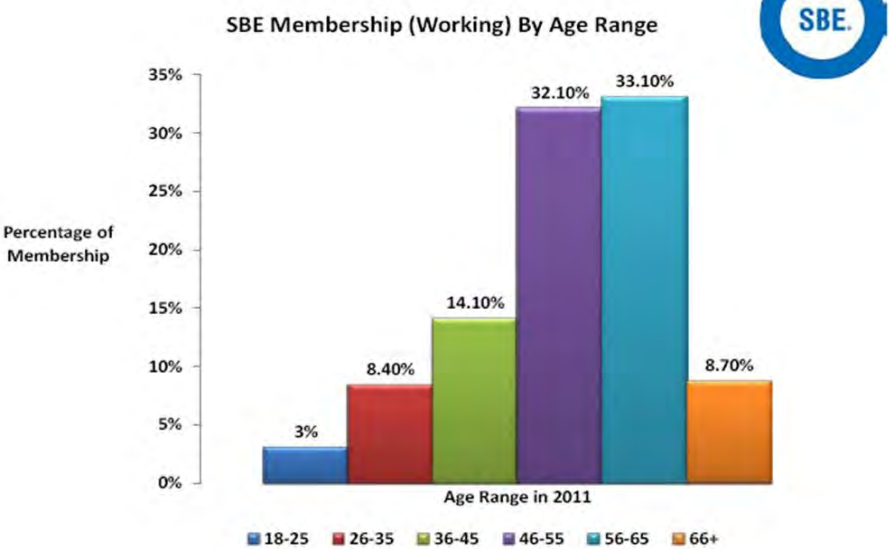
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JOSE	How could we offer a long career to the newcomers considering the migration from broadcasting to streaming?
Eric	I am currently exploring the possibility of getting started in broadcast engineering. What options are available?
Spaska	RF is my hobby as a child?! How the education programs can increase the transmission interest beside the computers?
Muh	"How can mentoring programs be effectively implemented in public radio organizations to develop young broadcast engineers?"
Robert	information on their New Transmitters coming out this year
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Ismael	Do they have representatives in Venezuela?
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Jeff	Can I get Jeff to Mentor me?
Stuart	Where are the future broadcast engineers coming from. In the Los Angeles market I see most old men in the industry.



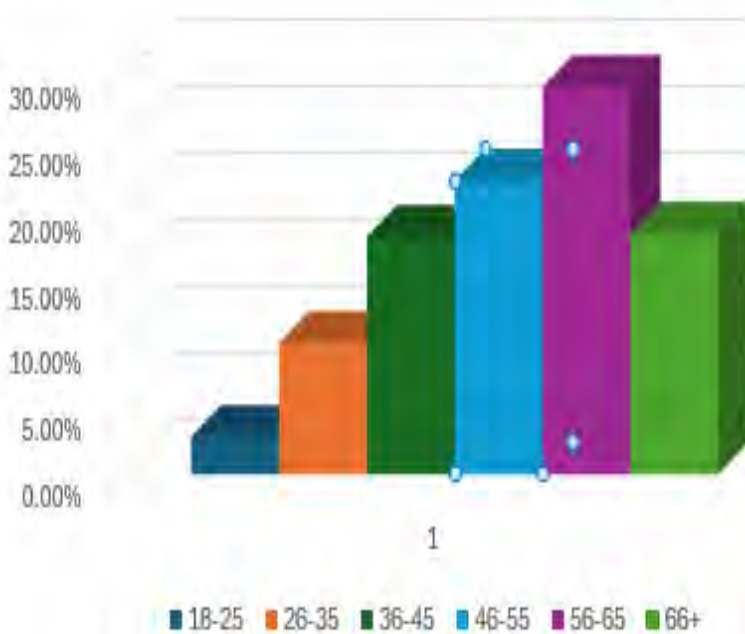
Aging Demographic



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2001	2.6	10.5	27.6	35.4	16.1	7.8
2011	3	8.4	14.1	32.1	33.1	8.7
2024	2.8	9.9	18.1	22.1	29.1	18.1





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The Association for Broadcast and Multimedia Technology Professionals



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Pay it forward

At the beginning of every academic year, Gladding provides WRHU students with a classic boombox and a smartphone.

“I ask them, whoever can play WRHU faster on these two devices, you win.” Gladding said it takes almost 60 seconds for students to find a suitable app to stream WRHU, versus about six seconds to turn the dial and find the 88.7 over-the-air frequency. “I always feel a little validation.”

In September, Williamson and Gladding orchestrated an SBE15 mentorship and engagement session at Hofstra. They’re looking to add recurring meetings, perhaps monthly, geared to students for networking.

Radio World – Andy Gladding Champions Radio’s Future, December 18, 2025

<https://www.radioworld.com/resource-center/awards/rw-excellence-in-engineering-award/andy-gladding-champions-radios-future>





<https://www.facebook.com/profile.php?id=100027756474893>



The author is student technical director for WRHU(FM) at Hofstra University. She is also a recipient of the SBE's Harold E. Ennes Scholarship.

It's a ubiquitous point of discussion in the radio industry: The idea that radio is doomed because there are no young people to take up the mantle – but that's not true.

In some amount of time you'll be retired, and when you tune in to your old station once again you may be met with a single thought: "I did it better than that." And maybe you did. But the question you really should be asking yourself is why the quality of the station has changed.

Is it because the new engineers are intentionally making worse decisions, or could it be because they didn't receive the same amount or type of training you did? And if it is because of that, how can we ensure the next generation of talented engineers are interested in radio?



Radio World – Invest in Budding Broadcasters While There's Still Time, January 13, 2026

<https://www.radioworld.com/columns-and-views/guest-commentaries/invest-in-budding-broadcasters-while-theres-still-time>



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The SBE Ennes Workshop is
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Technology.

ENNES WORKSHOP

propagation, modulation and essential components used in modern
transmission systems. The session emphasizes real-world scenarios, helping engineers connect
theoretical concepts to everyday troubleshooting and system design. Designed for newcomers and
those seeking a refresher, this workshop builds a strong foundation for advancing into more complex
RF topics.



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FREE Post-NAB Training

**April 27-29, 2026 – Please
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Location: Nautel, Hackett's Cove, NS,
B3Z 3J4, Canada.

After the NAB show we offer a FREE*
three-day training course covering a
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Radio — the New Boutique Business?

Sunday April 19

3 pm - 3:30 pm

This session makes the case that owning a radio station is a great fit for Gen-X and Millennial professionals.

“People my age are looking for an opportunity to do something outstanding in their communities,” said Dr. Andy Gladding.

“They’re investing in traditional small business, their buying farms, opening retail establishments and generally looking for an opportunity to succeed while having the power to have an impact at the community level and create lasting interpersonal business relationships.”

As many tire of urban living and are looking for a change, this DMA is heading for more suburban and exurban locations.

“For media professionals who are competent with and trained in major market workflows and understand how to market local business, radio can be a perfect for personal satisfaction and growth.”



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!

