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Chief Engineer

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President

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Episode #97

Education and Mentoring

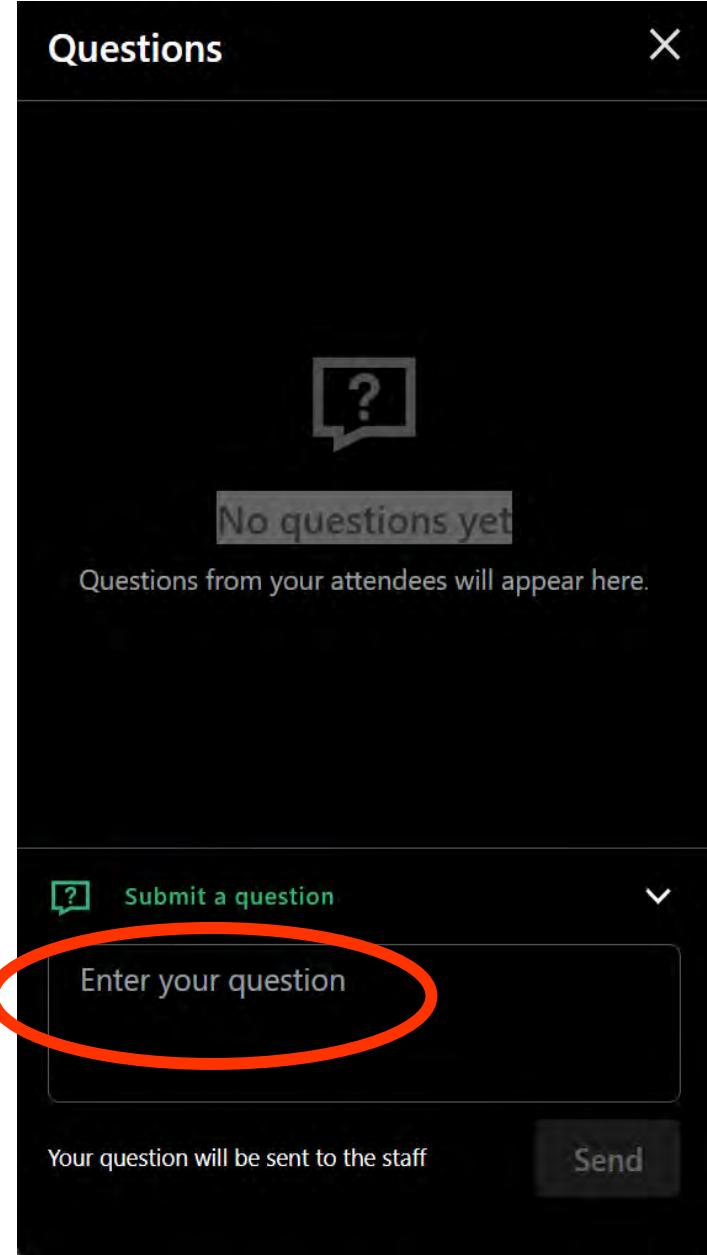
Your questions please?



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)



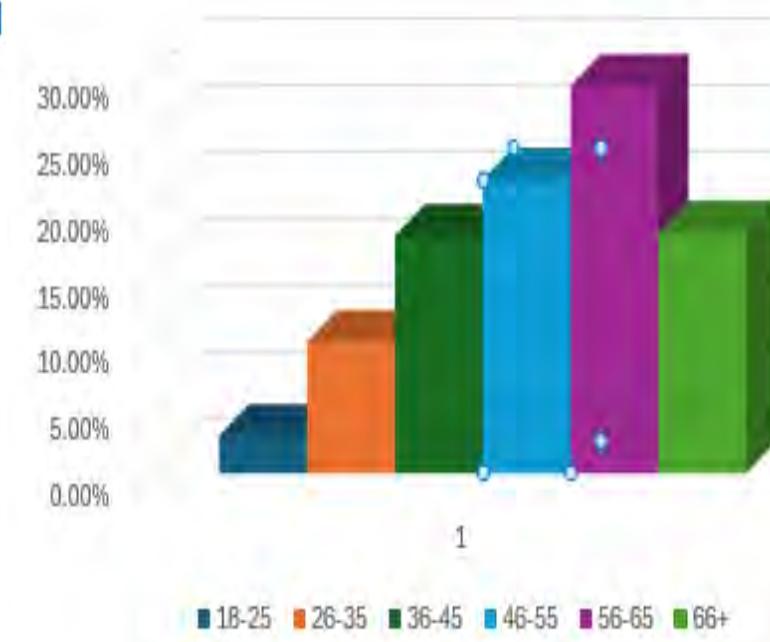
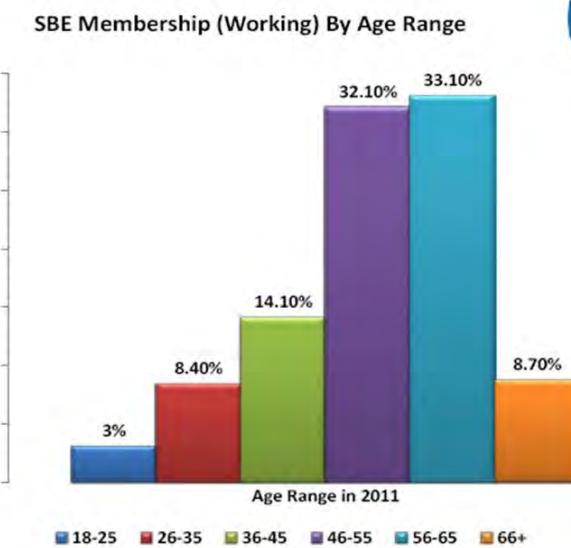
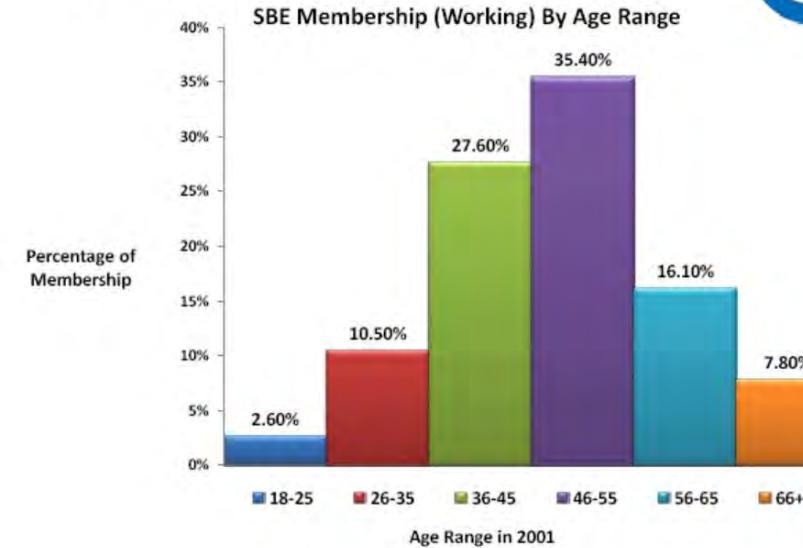
Remember: The completion of a Nautel webinar qualifies for ½ SBE re-certification credit, identified under Category I of the Re-certification Schedule for SBE Certifications.



George	What is the value of a ham radio license to the broadcast engineering community?
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
Amaya	I am a Computer Science graduate who wound up stumbling into the Engineering side of radio. Ask me anything!
Justin	I'm interested in learning about any tips to help us engage our students (Indiana State University) for future talent.
Grant	College radio stations: lots have student leadership positions in programming or promotions, how many have a student engineer?
Donald	What do i need to set up an engineering firm along side my broadcasting career.
Dave	Our engineer passed away last year and we haven't found a new one.
Matt	For someone coming from the operations and programming side, what's a good "first move" to begin exploring engineering skills?
Priyankara	TV Radio coverage predictions
Ray	Due to time difference I won't be watching live so I will be relying on the session to be available as a recording.
Matt	What are the preferred certification bodies that the broadcast industry should consider when hiring a Broadcast Engineer?
Ismael	Do they have representatives in Venezuela?
Paul	I can provide a perspective on how I was mentored, when and where, and why that opportunity has dissapeared.
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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	18-25	26-35	36-45	46-55	56-65	66+
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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TRANSMISSION
TALK
TUESDAY

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>





Bridge Ratings & Media Analysis
9 January at 09:00

Radio Needs New Blood—And It Needs It Now

Radio doesn't just play music—it built people. For decades, the industry functioned as a talent lab, developing communicators who learned on overnight shifts, weekend air, and small-market stages where growth was expected and mistakes were allowed. That system produced voices that felt current, connected, and culturally alive. Today, that lab is largely gone—and its absence is showing.

How Radio Quietly Lost a Generation

The industry often claims young people lost interest in radio. In reality, radio lost interest in the young first. Consolidation, automation, and cost-cutting eliminated entry-level paths. Developmental shifts disappeared. Risk tolerance shrank. Stations relied on experienced air talent—often excellent—but stopped replenishing the pipeline.

<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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ENNES WORKSHOP

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The workshop covers the fundamentals of RF signals in broadcast transmission, including the generation, 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.



FREE Post-NAB Training

April 27-29, 2026 – Please
Register Below

Location: Nautel, Hackett's Cove, NS,
B3Z 3J4, Canada.

After the NAB show we offer a FREE*
three-day training course covering a
range of topics and hands-on
sessions including site preparation,
safety, Nautel equipment and
software, digital radio, and more.

These courses are taught by experts
at Nautel; the engineers designing
our products and the technicians
who answer your service calls.





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>



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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!

