



# What Employers Want Summer 2004

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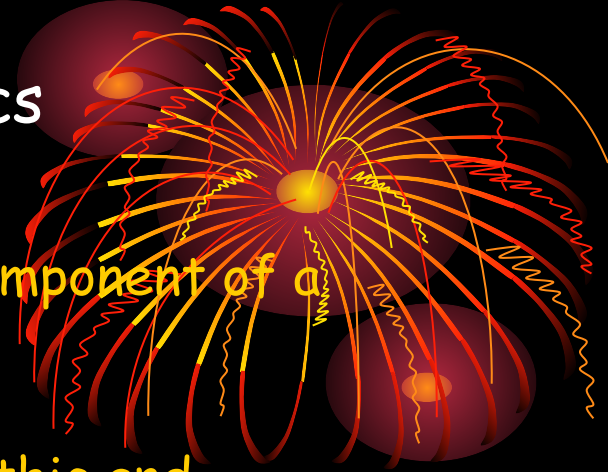
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**Question:**

**If you had access to teachers of middle school to high school students, what advice would you give them to prepare their students for the workforce of the next 5-8 years?**

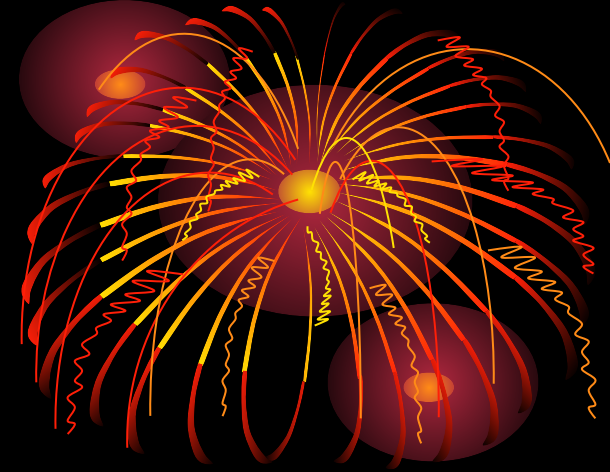
# Jon Gustafson, Lockheed Martin Aeronautics



Learn to work with others; Diversity is a key component of a company's future successes

- Be accountable for your actions; a good work ethic and demonstrating critical workforce behaviors, such as personal engagement and commitment, business-based decision making, fiscal responsibility, collective accountability, and proper dress and appearance, are expected if you want to be successful.
- Take control of your learning; become a self-directed learner and embrace the concept of life-long learning
- Take math, science and technical courses; companies still look to hire the best and brightest employees. And, technically qualified employees are critical to delivering quality products and achieving customer satisfaction
- Establish habits that will help you balance your life;

Mark Hawthorne  
Manager, LM Aero On-Boarding  
Lockheed Martin Aeronautics



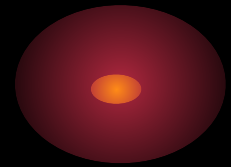
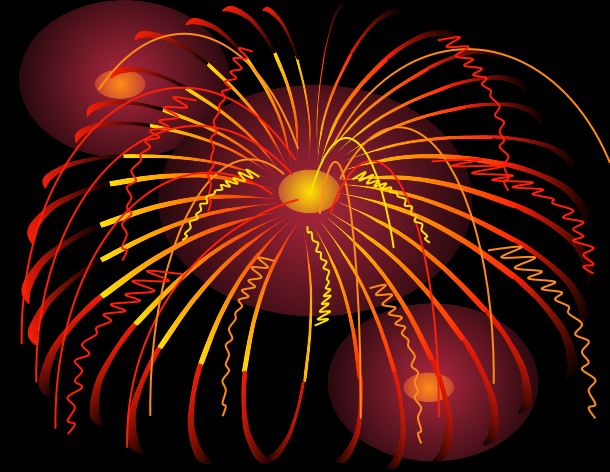
I would have the teachers tell their students that, if they have even the slightest idea that they might like to work for a company such as Lockheed Martin or Boeing, they need to have a clean criminal background and a clean credit history. Any convictions or a poor credit history, including bankruptcy, are grounds for not being hired. What they do now, particularly any time after they are 18, will affect their future opportunities.

Marty Wieder, AICP

Planning & Project Development

GSBS, PC

Architecture/Landscape Architecture/Interior Design/Planning

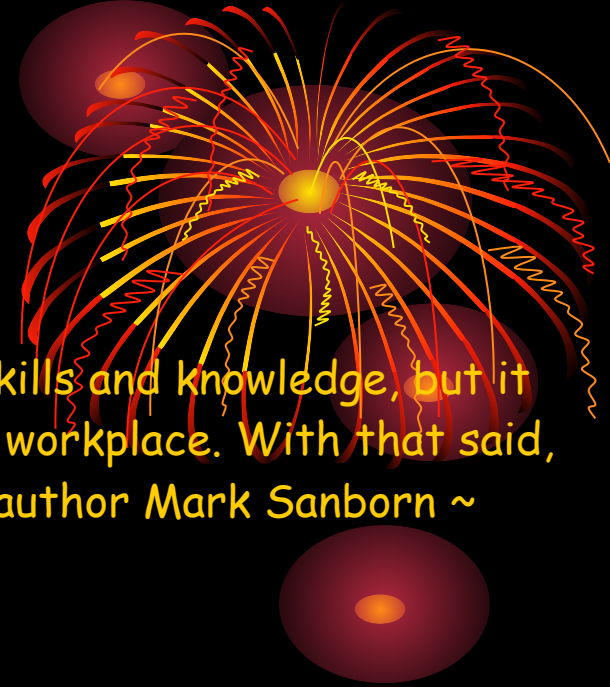


- Learn how to learn (it starts with LISTENING)
- Learn to be flexible
- Be prepared to learn and learn again until they die.



# John Scovil, Vice President Summit Bank

SUMMIT BANK



- I tend to have old school values....technology is great for skills and knowledge, but it doesn't do much good if you bring a bad ATTITUDE to the workplace. With that said, let me recommend a great book ( "THE FRED FACTOR" by author Mark Sanborn ~ [www.thefredfactor.com](http://www.thefredfactor.com))

- The four basic principles:

- EVERYONE MAKES A DIFFERENCE
- EVERYTHING IS BUILT ON RELATIONSHIPS
- YOU MUST CONTINUALLY CREATE VALUE FOR OTHERS, AND IT DOESN'T HAVE TO COST A PENNY
- YOU CAN REINVENT YOURSELF REGULARLY

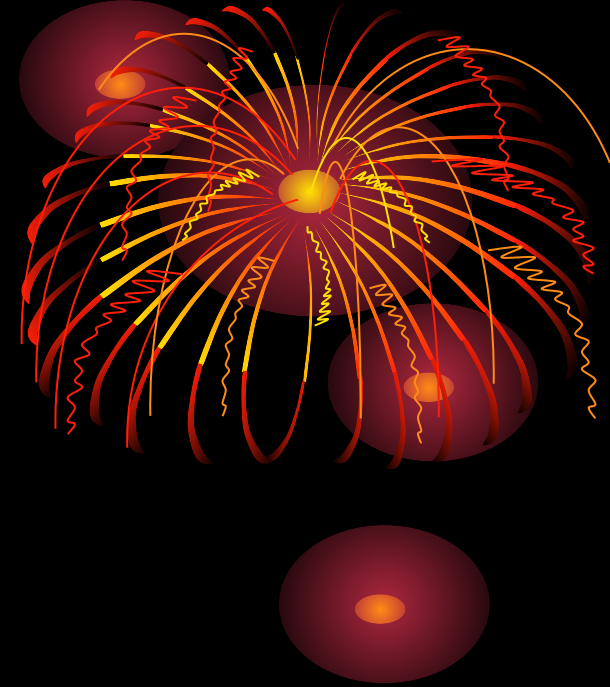
- I believe we have to return to the BASICS (Trust, Respect, Courtesy, Value, etc.) These qualities have to balance with our fast paced technological world, or Premier Customer Service will disappear.

Art Lacy,  
Chief Revenue Officer ~  
Quality FCE and Associates



- Don't prepare students to be good employees for some one else. Prepare them to be employers of themselves. Please develop the entrepreneurs of the future. They will, perhaps more than ever, have the chance to start and build their own business. With outsourcing and a focus on "core" business, large corporations no longer want to maintain the overhead to support staff. This will create a wide range of opportunities for those prepared to take advantage.
  - Narrow skill bases will get you a job, but not necessarily a long career.
- Teach how to manage change and manage risk. Not how to avoid mistakes. In every classroom, from English and History to science and math, we must encourage learning by doing, and learning from the successes and mistakes.

Nancy A. Williams, President  
The Health Industry Council



**Math and Science...absolutely.**

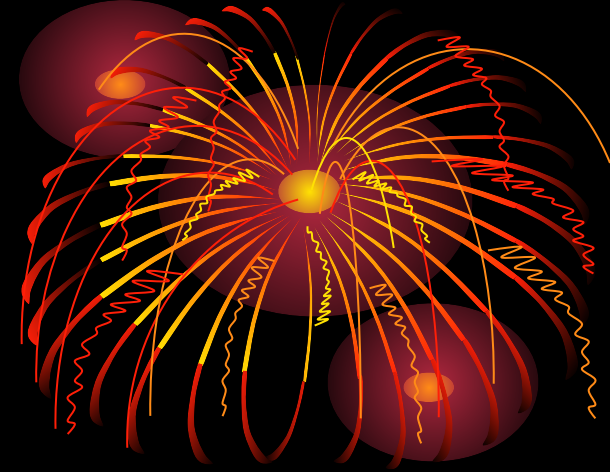
  
THE HEALTH INDUSTRY  
COUNCIL  
OF THE DALLAS-FORT WORTH REGION



# Brant Schofield, Director of Finance ~ Galderma, USA

- Please teach children to learn and continue learning. School today is still too focused on learning and memorizing facts (TAKS, etc. is a disaster). In today's world, knowledge is almost completely fluid so what is a "fact" today is no longer true or, at the least, no longer applicable tomorrow. The workforce going forward must be more adaptable and flexible than ever before as jobs and entire industries will come and go numerous times over the span of a career.
- In addition to good learning skills, workers need to be able to multi-task like nothing the world has ever seen. With information coming from all directions (internet, email, phone mail, mail, radio, TV, news print) it has become impossible to focus on any one thing at a time and the most successful people in the future will be able to juggle all of this and still complete specific objectives on time. If you need quiet space and need to deal with the world in a linear way, you will be in trouble in the business world even today.

Rebecca B. Fisher  
Network Centric Systems  
Sr. Manager, Human Resources  
Talent Development & Acquisition  
Raytheon, Inc.

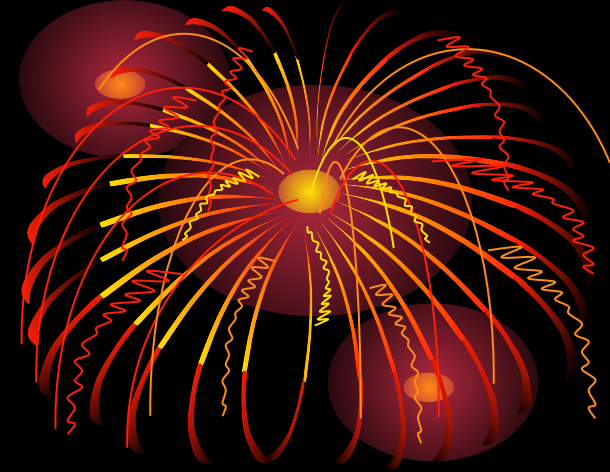


- Employment opportunities today are quite different than our parents. Students should seek out ways to expand their cultural horizons.
- Become involved in local community activities and volunteer for events that are outside their comfort zone (e.g., retirement home, local political event, etc.). These opportunities will unconsciously expand their view of the world and may lead them on a more fulfilling journey.
- Become bilingual. With the United States as a cultural melting pot, businesses expanding globally and a greater focus on diversity within the workplace, a second and perhaps a third language will improve marketability.

Kevin C. Landers

**Raytheon**

Raytheon - North Texas Staffing



- In speaking with middle school/high school students, you want to make them feel needed. I think my response in this area would be an appeal to their competitive side.

A recent article in the Dallas Morning News noted a downturn in the percentage of Engineering & Math majors graduating from American universities. Compared to America, China, for example, is graduating engineering majors at a rate of 10 to 1. National test scores show they are ahead of us in science, math and engineering.

- We are falling behind. We are not as competitive in these areas as we once were. Given the number of engineers retiring from the workforce over the next 10 years, there is likely to be a national shortage of qualified engineers. This means America needs engineering majors.

This means that American companies working to support our nation's defense such as Raytheon need you.

Steve Benkowitz  
General Manager  
DFW Airport Marriott



- Discussion about work ethic.
- The need to be prepared to work hard, on hours and days other than 9-5 on Monday thru Friday.
- The work ethic will immediately set apart the aggressive new hire vs. the one who just wants to "put in his time and expects" to be rewarded.

Lee Sullivan  
Recruiter U A Local 100  
Plumbers and Pipefitters Apprenticeship Program  
Dallas, Texas

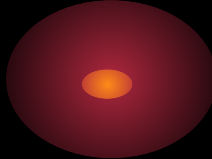
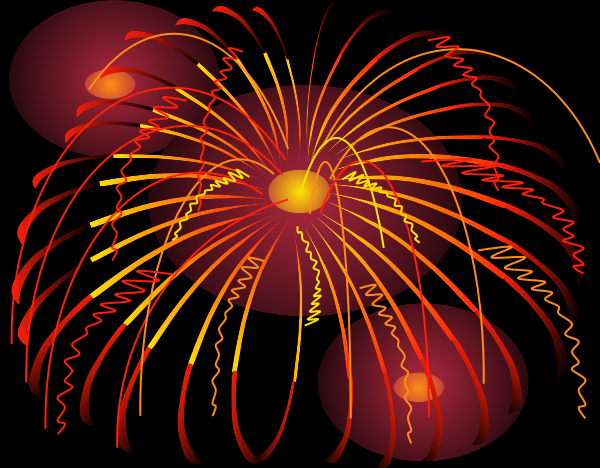


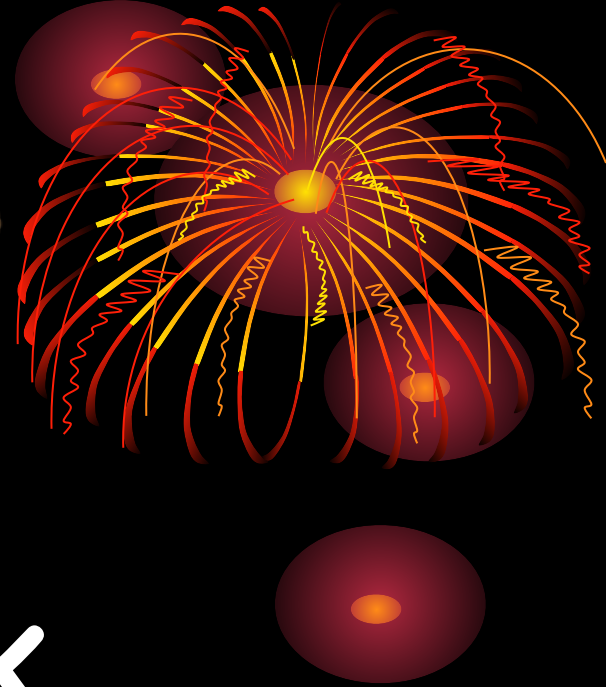
- The most important things students need to prepare themselves for the workforce of the future are the following: They need **MATH** at **EVERY** level they are capable of mastering.
- From simple math, algebra, geometry, and even trigonometry they will find all of these will be needed in many occupations, especially in the piping trades of Plumbing and Pipefitting.
- They also need reading and writing skills on a college level so any technical writing, speech, or second language skills are a plus.
- They also need computer skills as technology is taking us to places we have not imagined yet and keeping up with new methods and products will be a must in the future.
- The more knowledge you have the better compensation you will receive, the more you will find doors opening for you, and the easier it will be for you to succeed in life in general.

Paul Causey, North Texas Area Manager  
AGC of Texas  
Highway, Heavy, Utilities and Industrial Branch  
Speaking for himself, not the organization



- Within the limitations that our state puts on teachers, I would encourage each one to find a way to teach our children how to learn and think for one-self, to question the status quo and to strive to make this world a better place.
- Encourage teachers to connect the basic skills of what they teach (whether it is reading, math, science, vocational skills, etc.) to a much broader view of the world and how those skills can be used to enhance, not only the student's lives, but also the lives of others. These are life-long skills and I would encourage teachers to allot a certain amount of time in their classrooms to discuss these ideas and to allow the students to explore their connection to their peers and to those outside their immediate world.
  - In essence, allow the students to learn about the gift they are receiving (the opportunity to attend school) and the responsibility that they have to the rest of the world to share that gift and their talents.
- People in general don't like change, but we need free thinkers. We need creative people. We need people who will challenge our own thinking and perhaps change our perceptions about the world around us. Yes, we need a skilled workforce. We need people who can read and write, use computers, know how to do math in their head, can operate machinery, can follow directions. We need people who can communicate in more than one word sentences.
- But what we need most, in my opinion, are people who can also relate to other people and who will take the initiative to fulfill needs without direction and without being asked.





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