**14.4 Employer’s Expectations**

Businesses must make money or fail. That is the nature of the free enterprise system. The success or failure depends upon the people within the organization. When selecting job candidates, business owners and human resource specialists ask themselves, “Can this job candidate help my company grow and prosper?” or “Can this person benefit my organization and if so, how?”

As a Career and Technology Education Teacher one of our expectations should be to instill in our students the soft and hard skills necessary to be successful in the workplace. To identify the soft skills a team of employers met to identify the competencies that workers need in order to succeed in an occupation. This was accomplished through an extensive survey of current occupational literature, as well as information obtained from workers, educators, and students. A list of over 500 skills was compiled. An analysis of this list by over 300 persons resulted in a list of 27 basic skills, which are necessary for minimum acceptable performance in an occupation. [ <http://www.thomas.edu/career/tips/employerexpct.htm> ]

1. Punctuality
2. Dependability
3. Getting along with others
4. Working as a team member
5. Organizing the work activities of others
6. Understanding written information
7. Basic writing skills
8. Basic speaking skills
9. Being neat and clean in appearance
10. Maintaining good health
11. Knowing your strengths and weaknesses
12. Giving an honest day's work
13. Loyalty to your organization
14. Making independent decisions
15. Using initiative and imagination
16. Knowing what is expected
17. Basic arithmetic skills
18. Knowing how to use materials and equipment
19. Locating information
20. Having specialized training
21. Knowledge of operating procedures
22. Following instructions
23. Working without close supervision
24. Working under pressure
25. Adjusting to work situations
26. Managing time and materials effectively
27. Following safety regulations

These skills are reinforced in business oriented classrooms in which teachers focus on effective teaching principles and by teaching the expected TEKS for each specific class. Furthermore, students that are actively involved in extracurricular activities like Career and Technology Student Organizations and extracurricular activities like athletics, band, etc. excel at higher levels academically, socially and in the workplace at higher levels than those students that do not get involved in those opportunities.

**Types of Employers**

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| Self employedFeed companiesAnimal health firmsLivestock equipment companiesCommercial feedlotsFood/meat processing companiesUniversitiesPrivate research firmsBreeding firmsMarketing/commission firmsInsurance companiesCompanion animal industryStockyard companiesPurebred breed associationsPoultry processorsZoosCommunity collegesRiding stablesRacetracksLivestock publicationsRadio/TV stationsVeterinary suppliesFederal and State governmentGrain companiesCommercial banksFarm organizations | Livestock production  Beef cattle  Cow/calf operations  Stocker or grower programs  Feedlot  Dairy  Milk production  Swine  Farrowing operations  Grower/finisher operations  Farrow to finish  Sheep  Ewe flocks  Wheat pasture growing/finishing programs  Poultry  Broiler production  Egg production  Horses  Mare Breeding Farm  Training facilityLivestock feed  Production  Sales  DistributionFinancial institutions  Banks  Lending agencies | Veterinary Medicine  Practice  Research  Product development  Teaching  InspectionMeat or dairy foods  Production  Product development  Quality control  Distribution and marketingLivestock promotion and marketing  Breed organizations  Livestock publications  Livestock sales  Market reportingSales  Feed  Pharmaceuticals  Agricultural chemicals  Livestock suppliesManagement  Livestock production enterprises  Sales/marketing companies  Food production/distribution | Service organizations  Extension  Agriculture agents  4-H agents  Teaching (high school, junior college or university)  Feed/slaughter inspection  Private consultingTechnology development and application (Biotechnology)  Laboratory technical support  Animal caretakers  Research scientists  Genetics and Animal Breeding  Population genetics  Molecular genetics  Genetic engineering  Reproductive management  Endocrinology  Cloning  Embryo technology  Nutrition  Feeding programs  Nutrition/reproduction interactions  Nutrition/health/immunity interactions  Food Science  Product development  Food processing  Fermentation |