**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 employed Feed companies Animal health firms Livestock equipment companies Commercial feedlots Food/meat processing companies Universities Private research firms Breeding firms Marketing/commission firms Insurance companies Companion animal industry Stockyard companies Purebred breed associations Poultry processors Zoos Community colleges Riding stables Racetracks Livestock publications Radio/TV stations Veterinary supplies Federal and State government Grain companies Commercial banks Farm 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 facility  Livestock feed   Production   Sales   Distribution  Financial institutions   Banks   Lending agencies | Veterinary Medicine   Practice   Research   Product development   Teaching   Inspection  Meat or dairy foods   Production   Product development   Quality control   Distribution and marketing  Livestock promotion and marketing   Breed organizations   Livestock publications   Livestock sales   Market reporting  Sales   Feed   Pharmaceuticals   Agricultural chemicals   Livestock supplies  Management   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 consulting  Technology 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 |