



TIE THAT BINDS

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ATTITUDE IS THE REAL DISABILITY

Expectations of the Workforce

Job readiness, we have discussed and argued over the need for job candidates to be job ready. If someone says they want to work, we need to “discover” their interests, abilities, skills, likes and dislikes. We are doing much better at this, but still the number of people with disabilities working is not rising.

As I travel around the state of Tennessee, I hear that job candidates are not meeting the expectations of the employers. Not meeting the expectations of the employer, where does this come from?

As the job candidate grows up are there any expectations or is the person allowed to do as they please?

Are there expectations and chores around the house?

Does the person have benchmarks and standards to be reached in school or are they passed along?

Are there production goals in the training program or at the volunteer position, or are they passed along?

So when they are hired, do they have any idea of expectations and consequences of not reaching the expectations?

My friends who are managers, HR specialists or own their own business are reporting these phenomena in their hiring. Employees are expecting a raise because they have been employed for xx amount of time. Employees are expecting promotions because they have been there longer than others and are miffed when they are passed over.

The expectation of the workforce is that “I have put my time in; I deserve a raise or the next promotion.” And, management’s response is “you have met the minimum expectation, but you have not raised the bar or set yourself apart from everyone. Raises and promotions go to those who have.”

Jobs That Are Hard to Fill

About a year ago 14% of employers were reporting they had positions that were hard to fill. Hard to believe in this economy! I think that we immediately jump to restaurant and hotel work that have constant openings. More and more trucking companies are expressing and advertising the need for drivers, especially the long haul drivers.

Jobs that may not need post high school training and/or education are sales representatives or customer service

representatives. Some of these companies may require training from the company, but not necessarily a degree.

A little more education and certification is required to fill technician openings or skilled trade positions. These industries report vacancies as more schools push a college prep program and ignore the vocational/skilled positions that are vacant.

Finally, jobs that are hard to fill, that require degrees are the engineers. Only about 74, 000 engineers graduate each year from U.S. universities and many of them are foreigners who return to their home country after graduating

7 Future Trends

About a year ago Darlene Jenkins, from Siskin Hospital, sent me an article about future trends in the workforce. As I get closer to retiring, I tend to overlook these predictions about the future, but I am curious about where the workforce is heading.

1. Project Based Work. This prevalent in construction and highway construction. Employees are hired for short periods of time to complete assignments. Then, scramble around to the next one.
2. The concept of Business Colonies is an out-growth of what we see in the movie industry. Writers, producers, actors, technicians are brought together, complete the movie and move on. So it can be in other sectors of the economy.

3. The rise of software programming. There are over 8000 programming languages, written in the infancy of the computer age. Many companies are looking at updating and unifying all the programs.
4. Three-dimensional printing. I read this and still don't understand what this is all about. I keep thinking of the *Star Trek* replicators. Maybe this link will make sense to you. <http://www.3dprinter.net/reference/what-is-3d-printing>.
5. Driver-less cars. There are prototypes being tested in Vegas. What goes on in Vegas, stays in Vegas.
6. The Retail Experience. It's just not shopping anymore, it is an experience. It could be a 3 or 4 hour adventure that ends with a transaction.
7. Teacherless Education. Everything is moving faster. Having someone disseminate the information is a step that slows down the flow of information. People will take responsibility for learning what they need.

These futuristic concepts came from Thomas Frey. His job is to identify emerging global trends.

Contact

Mike Sass
520 West Summit Hill Dr
Knoxville, TN 37902
865-594-6756
Fax: 865-594-5137
Email: mikesass@utk.edu
Website: www.clee.utk.edu.

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ELEANOR ROOSEVELT

