
10/24/2017 | 8:00AM in Room
Tammy Tiggelaar at 8:20am

Mike reports a competitive job market in the banking industry. Many positions require a Bachelor's or Graduate degree as well as experience. Two current regional Teller/Bankers at First Midwest are pursuing their Master's degrees. Efficient technology has reduced the personnel needs. First Midwest will hire Tellers without a Bachelor's degree so he recommends starting out as a Teller early in educational pursuits and continue education while employed because the experience is valuable. The industry is currently trending toward a more corporate environment where different positions are located in different branches.

Bernie asks if there is truly a need for advanced degrees and Mike says for many positions, it is not required.

Dave reports one of First National's recent hires is a K C alum and she gives Everett much credit for her interest/ability in accounting. Dave praises her performance. During the last interview cycle, Dave was impressed with the quality of people. Throughout First National, there has been a focus shift on finding the right person with strong verbal/communication skills and emphasis on being curious and generous to learn and share information. The thought behind this focus shift is that if you hire the right person, skills will follow. Dave likes to see students start out as a Teller while still in school and First National Bank offers internal internship opportunities. Despite strict regulatory environment, local branch decision making is still strong and necessary in the industry.

Bernie asks committee members if students are being trained for jobs that do not exist. Christine replies that there are certainly challenging positions to fill in the maintenance/technical areas and would be interested in engineering graduates who have a business background. Mike confirms that people do not need advanced degrees for many positions. Christine, Dave, and Mike all agree that Bachelor's degree are often required and that applicant's with a graduate degree are not automatically favored nor are they compensated higher for the advanced degree.

Everett recalls a report that stated there are currently 6 million job openings in labor which demonstrates a mismatch in skills. Tammy and Everett believe culturally we have done young people a disservice as many students go to college to be able "to do whatever they want to do" and do not necessarily look at what the job market needs are. The cultural expectation is also that people have a college degree when in reality, that is not always necessary for many jobs. Many companies will pay for additional college/training as they see fit for their employees. Tony thinks it is important for students to pursue what interests them though because people are generally not as successful in jobs that they have no interest in or dislike.

Chase reports an understanding that the general AS transfer degree for accounting and business is definitely a viable option for students as the industry generally requires a Bachelor's degree for most positions. However, he asks committee if there is a place for our Applied Science (AAS) Marketing Management graduates as this is not a general transfer degree and is rather a terminal degree. He understands this is a tough question but it is important to ask.

Tammy reports Hormel reaching out to her recently, specifically for a Marketing Management (MM) graduate.

that is not proved after just one year of college. Also the responsibility and maturity level is noticeably different in just those 1 or 2 years.