

## Why People Get Hired (continued)

tion along with a General Radio Operator's License (GROL) awarded by the Federal Communications Commission, specifically demonstrates academic skill, coupled with a directly applicable license that has been issued by an objective third party.

Similarly, a ham radio operator's license is a demonstration of a particular level of subject matter competence. Years ago, employers sought candidates with ham experience because they knew that the active ham was also a tinkerer. Each employer expects to have to provide some training to every new hire. Tinkerers shorten the training period dramatically because they have current experience with components, circuits and equipment. They come to the workplace more than ready to overcome challenges.

### The Role That NARTE Certification Plays

Specialty licenses demonstrate mastery of a subject matter. In the short term that is an excellent augmentation to academic credentials or work experience. It is an excellent approach to distinguishing a resume from the oth-

ers. For entry-level positions, a specialty license can be the discriminator amongst otherwise similarly qualified candidates. There is a drawback to specialty licenses in that anyone can sit for the examination at any time. Gaining the license does not necessarily say anything about one's ability to practice.


NARTE certification is a holistic examination of the applicant in terms of education, work experience, peer endorsement and competency. A certificate of competency is only awarded after stringent criteria have been met. A certification then, is a stronger credential in terms of standing out from other applicants. NARTE certification reflects technical competence, acceptance by peers, and a demonstrable record of responsibility.

The NARTE certification is held in high esteem because NARTE verifies the applicants claims, validates peer endorsements and carefully screens not only examination responses but also the understanding of technology by reviewing industry questions and solu-

tions provided by the applicant. This represents a holistic review more comprehensive than what most human relations staff give to an applicant. The NARTE certification dramatically reduces the employer's research burden and thus becomes a positive discriminator.

### Why People Do Get Hired

The Czar hired Rasputin because the Czar thought he could do the job. History leaves it open to the individual to decide just how qualified Rasputin was. Unfortunately, not many of us have the charisma of Rasputin, to get picked up by the Czar on the strength of our personality. Why then do we get hired?

There is no magic dust you can sprinkle over your resume, but revisiting the recommendations above might help you understand how to make it to the next interview phase. The process is complex and requires diligence and tenacity. A helpful element is something that distinguishes you above your peers. For technical employment, that element can be an FCC license, NARTE certification or both. 



## PROFILE: Handalall Sukhdeo, PhD/EHF, NCT; Inducted into the National Electronics Industry Hall of Fame in 2003

**D**r. Sukhdeo, profiled and featured in this quarter's issue of *NARTE News*, has been a member of NARTE for over 6 years and is very proud of the organization and his NCT certification. Dr. Sukhdeo provided NARTE a list of the more notable achievements and qualifications he brings with him to the NARTE membership.

- Holds seven licenses, including four from the FCC:
  - 1) GROL
  - 2) Radar
  - 3) GMDSS-Operator
  - 4) GMDSS-Maintainer

- Holds certifications in 13 different specialties in electronics:

- 1) Audio
- 2) Video
- 3) Consumer
- 4) Radar
- 5) Industrial
- 6) Wireless Communications
- 7) Computers
- 8) Telecommunications
- 9) Biomedical
- 10) Avionics
- 11) Robotics
- 12) Fiber-Optics
- 13) Marine

- Holds Associate, Bachelors, Masters and Doctorate degrees in Electronics Engineering.

- Holds Master of Arts degree in Management, Information Systems.

- Certified by ISCET in six electronics options and recognized as the 1999

Technician of the Year, receiving the award in 1999 in Reno Nevada.

- Master certified by ETA and was presented with "The Master Certified Electronics Technician Award" in 1999.

- Employed at New York Transit Authority (NYCTA) in Electronics Division.

- Was inducted into the "National Electronics Industry Hall of Fame" for science, inventions and engineering, on 19 July 2003 at the National Professional Service Convention in Reno, NV. At age 34, Dr. Sukhdeo became the youngest person to ever receive this prestigious award.

NARTE welcomes Dr. Sukhdeo's participation as a NARTE member, and wishes him continued success in whatever future endeavor he pursues. **WELL DONE!!** 