

CONTINUING EXPANSION OF NEWEST LOCAL INDUSTRY

SEVENTY EMPLOYED

BY TEKTRONIX

BASED on the figure for 1959, there will be 12 per cent increase this year in the number of young people leaving schools and seeking employment.

But the peak of the long-anticipated "bulge" has not yet arrived. It occurs next year when it is estimated the figure will be approximately 60 per cent up on 1959... even allowing for greater numbers who are staying on at school beyond the age of 14.

Earlier this year the seriousness of the probable effect of the "bulge" on employment was pointed out to members of the States in a report presented by the States Education Council.

A matter for "urgent island concern" was the way in which it was described. It was clear that "... the absorption of such increased numbers into the island's existing field of employment is going to be more than just difficult."

Perhaps a shade optimistically, the report went on to underline the need for new industries from within, and the encouragement of new industry from without.

Employment for many is already being created by Guernsey's newest and, probably, fastest-growing industry.

Tektronix started operations here in September, 1958, with the smallest possible staff. The American firm employed one. It took on two more in November, four in December and increased to 11 in January, last year.

ASSEMBLY DEPARTMENTS

Now the plant employs about 70. Numbers keep changing — but always upwards. Tektronix are currently advertising for more staff in their production assembly departments.

"This will be a continuing need," says American Mr. Al Hannman, manager of the plant. "We are constantly expanding."

Tektronix avoid engaging people for whom there are no permanent jobs. They interview "in bulk," for two main reasons. The method is time-saving, and leaves them with a pool from which to draw later on.

Another point Mr. Hannman stresses is that it allows would-be employees fair time in which to notify present employers. Tektronix are anxious not to "poach" from others.

EXTENSIONS

Already the premises have been extended. Now, further considerable expansion is planned, because valuable production space is at present occupied by offices. If the plans are approved there will be a further 5,000 square feet added to the plant.

The parent Tektronix factory in the United States has been operating a healthy export business for years, but the market is expanding and Guernsey is a convenient point from which to despatch.

All countries in the European Free Trade area, Greece and Australia are supplied. The

decision to establish a Guernsey plant holds long-term benefits, because it is located inside the customs barriers within the free trade area.

"We have some mixed up ideas on ages," says Mr. Hannman. "We have no apprenticeship scheme and we usually hire people at the age of 18." But there is a need for youths who have followed up their school education with technical training.

TECHNICAL SIDE

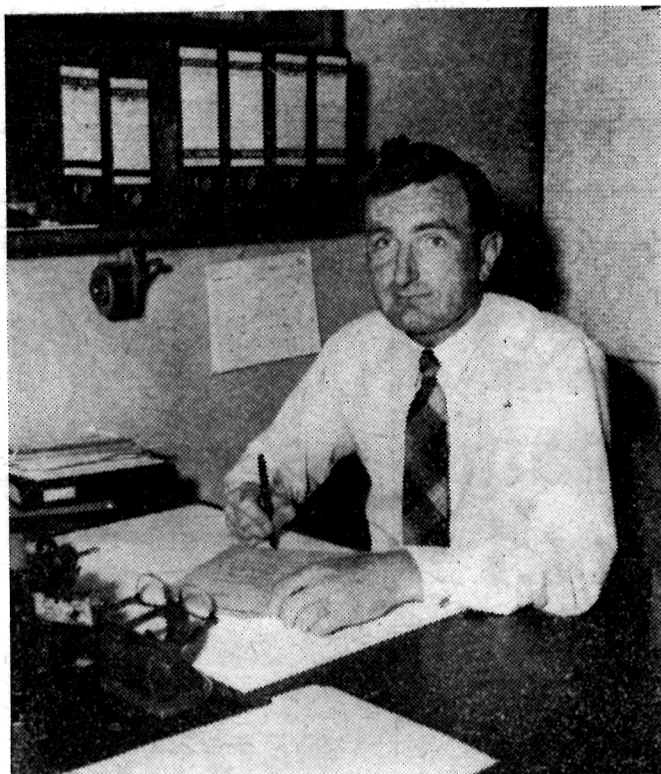
Go-ahead Tektronix have already made a move to promote interest in the technical side of their work. Last winter they started evening classes not only for interested employees, but also "outsiders."

The scheme is not officially recognised by the education authorities, and no charge is made. About a dozen non-employees attended early on; seven or eight stayed the course. Tektronix will be continuing those classes next winter, advancing present employees in the technicalities, introducing their work to the interested outsiders.

"We need people with the ability to get on top of the job. So long as people are capable, the opportunities are certainly here," says Mr. Hannman.



Guernseyman Mr. Ron Loaring who started in the assembly department is now production supervisor.



Londoner Al Graham started in the accounts department at Tektronix in April of last year. Now he is manager of Finance and General Services.