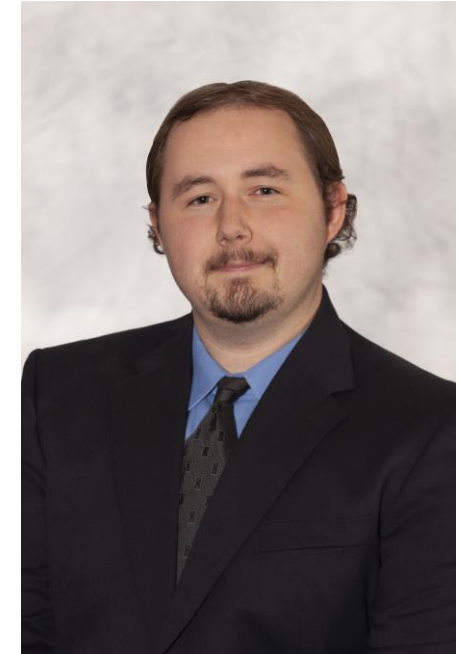


Young Quality Professional: Ethan Cote

Associate Program Quality Engineer



1/25/2024

Path into Quality

- Former High School Involvement Partnership (HIP) Intern
 - Training in various disciplines of engineering and program management
 - Project based learning with goals, deadlines, and budgets
- Material Handler supporting Manufacturing
 - Supported inventory and logistics while going to school
- Transferred to Quality after graduating
 - Bachelors of Science in Chemistry
 - Supporting Microelectronics and laser programs



New Quality Professional Opportunities and Challenges

Opportunities:

- Wealth of experience in quality organizations
- Exposure to many business areas
- Opportunities for growth
- Complex situations allow for unique training

Challenges:

- Massive amount of information to learn
- Roles have a high level of responsibility and accountability required
- Long wait for clearances

Leveraging the opportunities can easily overcome the challenging aspects.

Communication Styles

- Make sure communication is clear and has no room for misinterpretation
- Verbal instructions/communications typically remain that way, written communications last
- Organizational tasks and goals should be communicated to everyone so the whole group can work towards the same goal posts

Sharing information in your organization is critical and keeps everyone informed.

Most Important Lessons

1. Communication is the key; misunderstanding can cause unnecessary roadblocks.
2. Time does not make problems better. Don't wait to take action.
3. Learn at every opportunity, it could be useful in the future.

Never stop learning and absorbing information.

Retention for a Young Professional

- Adequate work-life balance

- Flexible schedules
- Easy to use benefits



- True Mentorship

- Senior employees actually working with their juniors
- Explaining the “why” behind the things we do



- Competitive compensation packages

- Bonus and reward structures
- Turnover rates



Focus on deriving what makes people want to show up for work.

