

# How to Attract New Mainframe Talents to Join Your Enterprise?

*IBM and Minnesota Companies' Experience and Best Practices*

*Tetiana Iakovenko*

*Client Technical Specialist zSystems*

[tiakovenko@us.ibm.com](mailto:tiakovenko@us.ibm.com)

 [Tetano4ka](https://twitter.com/Tetano4ka)

 [Tetianalakovenko](https://www.linkedin.com/in/Tetianalakovenko)



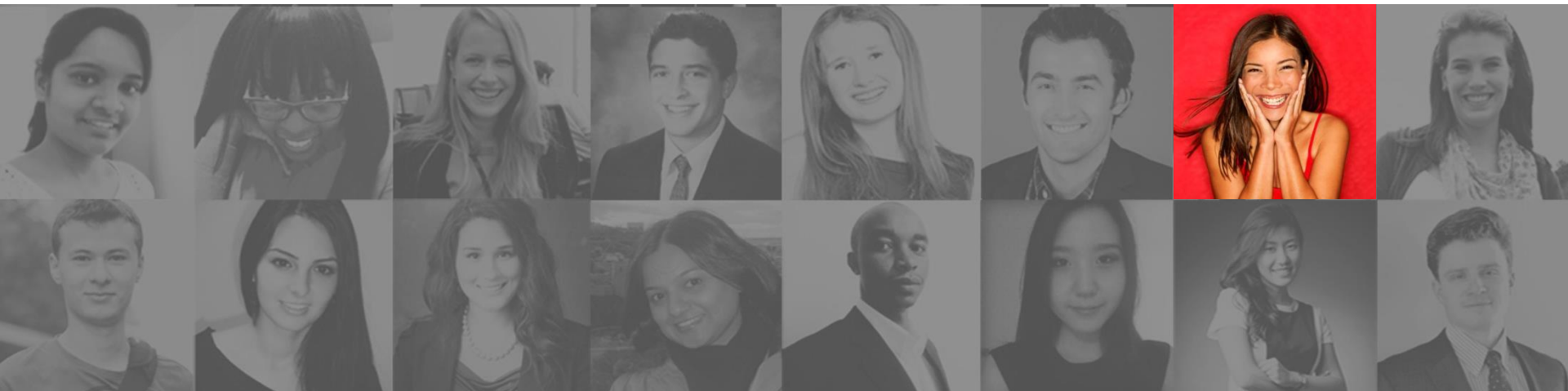
#SHAREorg



SHARE is an independent volunteer-run information technology association that provides **education, professional networking and industry influence.**



By 2020, Millennials will be roughly 50% of the U.S. workforce, and 75% of the global workforce by 2030.



Millennials are open-minded, have a strong sense of community, and are bent on saving the world.

# True Multi-Taskers

- Millennials are capable of learning several jobs simultaneously and performing them admirably.
- Millennials will change careers many times.
- Retooling and recycling their skills and talents is common.
- To retain them, smart employers will encourage Millennials to try out different careers within the same company.
- There is zero tolerance for delays.
- They do not live in an 8–5 world.
- They function in an international/online world.

## Why z?

- Stability
- Opportunities
- Community
- Platform importance
- Career path
- Higher salary
- ...



## Why not z?

- Stability
- Opportunities
- Community
- Platform adoption and popularity
- Career path
- Higher salary
- ...



# zClient Technical Specialist at IBM

- Technical Training
  - Marist Class with assigned mentor for each topic
  - Training sessions at Washington System Center
  - Face-to-Face with TechLine
  - Final project with IBM SME
  - Conferences
- “Field” Mentor
- Assigned team and territory
- Summit Program
  - Global Sales School
  - Top Gun Training
  - Excellence in Communication

# New Talents Education in IT

- BA/MA in Computer Science
- Internship
- Testing, bug fixing, non-prioritized tasks
- Mentorship
- More trainings, presentations, books, conferences



# System z New Talents Education

- BA/MA in Computer Science
- Internship
- Marist Education
- Mentorship
- Online education
- Datacenter experience



# Client Skills and Academic Initiatives



**FIE skills**  
Examples  
Linux and z/OS

**Ecosystem Awareness**  
Press, Analysts, Events,  
Conferences, Awards,  
Sponsorships  
(constant drumbeat)

**Global Support**  
for community  
initiatives that drive  
z skills

**WW School enablement**  
Curriculum, Contests,  
T3s, Certifications, Job Board  
Website, Tech support

Differentiator

**Client Skills Service**  
Roundtables,  
Briefings, Training  
Alternatives,  
Resumes, Professor  
Introductions, Help  
Desk, Resources,  
Certification Coupons,  
Contest system for  
clients

**Infrastructure**  
Loaner Systems,  
Hubs, IIC Dallas,  
Software, zPDT

**Marketing Materials for**  
Clients, Educators,  
Sellers, Ambassadors

Complete your session evaluations online at [www.SHARE.org/Seattle-Eval](http://www.SHARE.org/Seattle-Eval)

*Acknowledgement: Graphic courtesy Troy Crutcher*





# How We Do it in Minnesota



**Your company**

- Find progressive university
- Customized the curriculum
- Aligned needs and requirements to an education plan
- Create an internship and future employment opportunities

# Urgency of Change

- Millennials generation is changing the work environment
- 30-40 years career path in the same company
- Develop new way to educate and engage
- Invest in the talent
- Provide an opportunity for growth
- Trust!

# References

- The Council of Economic Advisers (2014). *15 Economic facts about millennials*

[http://www.whitehouse.gov/sites/default/files/docs/millennials\\_report.pdf](http://www.whitehouse.gov/sites/default/files/docs/millennials_report.pdf)

- *IBM Study: The Real Story Behind Millennials in the Workplace*

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# THANK YOU