

SURVEY HIGHLIGHTS THE GROWING NEED FOR Z SYSTEMS TALENT

As the Baby Boomer generation continues to age, companies and organizations face an aging workforce transitioning out of employment. According to the U.S. Census Bureau, the percentage

of the population aged 65 and over among the total population increased from 4.1 percent in 1900 to 13.0 percent in 2010 and is projected to reach 20.9 percent by 2050.

FIGURE 1 Percentage of Individuals in Organization Currently Working on or Maintaining IBM Mainframe Applications Who Will be Retiring Over the Next 5 Years

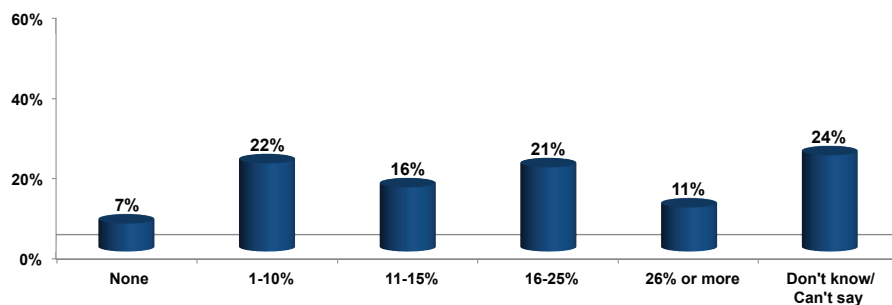
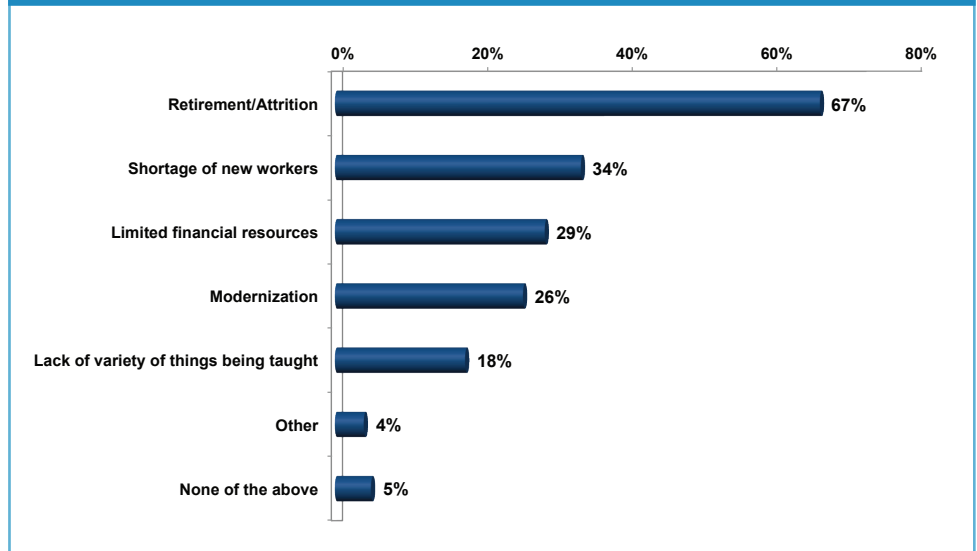


FIGURE 2 Top Challenges Within Company Regarding a Skills Gap



The IT industry and organizations deploying IBM mainframes are not immune to a rapidly aging workforce. In May, *IBM Systems Magazine* in collaboration with SHARE, conducted a survey of more than 1,400 IT professionals centered around systems analyst/programmers, IT management, database administrators and other management staff. The results were quite conclusive a whopping 85 percent of respondents agreed that the mainframe skills gap exists and it in fact is growing wider by the day. Fortunately, IBM, SHARE, IBM global training providers and third-party software providers are all offering ways to help shrink that gap.

On average, respondents reported that 18 percent of their mainframe staff will be retiring in the next five years, and taking their decades of experience with them. Another 21 percent reported that up to a quarter of their company's mainframe staff will be retiring (see Figure 1). Indeed, 67 percent of those who answered the survey consider retirement/attrition to be the single biggest challenge

they face in terms of retaining the mainframe skills they need (see Figure 2).

IBM, SHARE and others are stepping up to the plate to ensure organizations have the mainframe talent they need to keep their workloads on z Systems. To learn more about the survey results, as well as the ways in which the mainframe community is addressing the skills shortage, check out our digital Special Report: Mainframe Skills (ibmsystemsmagmainframe.digital.com/MFSkills). 

LOOKING TO GET INVOLVED?

Consider participating in SHARE's zNextGen community, which represents over 1,000 new and emerging z Systems professionals from 24 countries. More information is available at www.SHARE.org.

Build skills with SHARE

As SHARE celebrates 60 years of enterprise IT influence, now is the time to look toward a new generation of mainframe workers. That's why 2015 marks the debut of the SHARE New to z Systems program, a three-day immersive experience aimed at assisting those workers who are new to the mainframe develop the basic skills they need to be effective in new or existing job roles.

Learn more at www.SHARE.org/zSystemsProgram.

