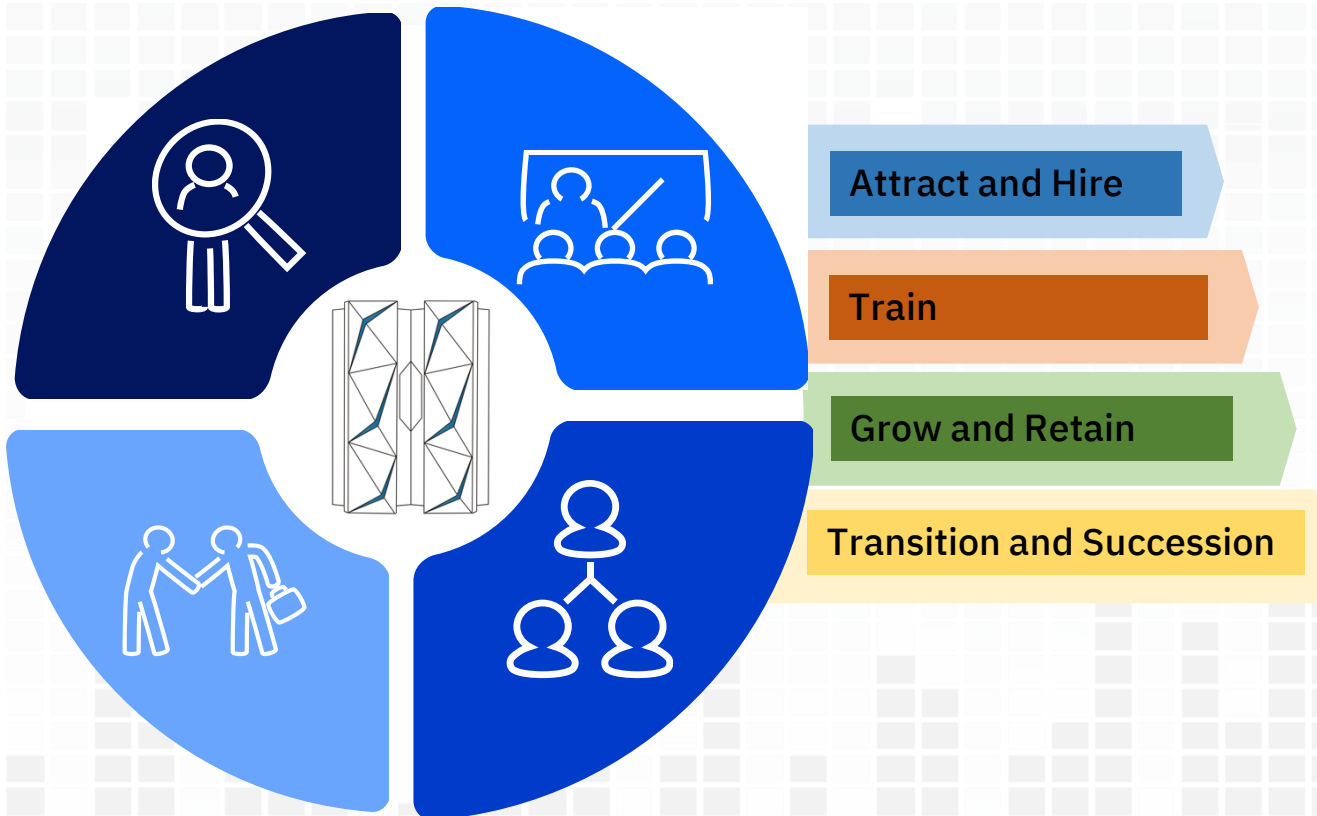


Cultivate Talent

Develop talent strategy

- Assess short-term and long-term skills requirements
- Determine types of candidates to hire to address the needs (college hires, apprentices, experienced hires, internal transfers)
- Develop a plan to attract targeted talent
- Build a training program that supports a successful career path
- Cultivate a positive environment to enrich, grow and connect talent
- Create programs to support talent as they transition to retirement



Attract Talent and Hire



- Shift perception - promote strengths, value, impact, and opportunities in enterprise computing careers
- Emphasize training, mentoring and career paths for success
- Offer internships, job shadowing and rotation assignments
- Remove acronyms and jargon from job descriptions
- Develop partnerships with IBM Z Academic Initiative schools
- Participate in career fairs
- Teach at schools, universities, bootcamps, etc.
- Guest lecture at industry events
- Sponsor a hackathon or a meetup
- Leverage Talent Match tool
- Hire in pairs (at a minimum)

Train



- Assign positive, technical mentors
- Develop career paths for growth
- Leverage Master the Mainframe Learning System
- Explore z/OS learning journeys
- Access no cost IBM Z systems
- Access no-cost training (MOOC, videos, e-learning, tutorials)
- Enroll in mainframe certificate programs
- Earn digital badges

Grow and Retain



- Foster a positive and creative environment
- Provide leadership opportunities
- Build an early career community
- Host a no cost GenZ event
- Join Advocacy Hub
- Cultivate recent hires' eminence and amplify their messaging
- Leverage recent hires as recruiters for new talent
- Assign career mentors
- Send recent hires to conferences

Transition and Succession



- Share expertise (teach, blog, mentor, volunteer)
- Offer transition programs
- Develop structured knowledge transfer programs

Cultivate Talent

Resource links to help your company

Find Talent

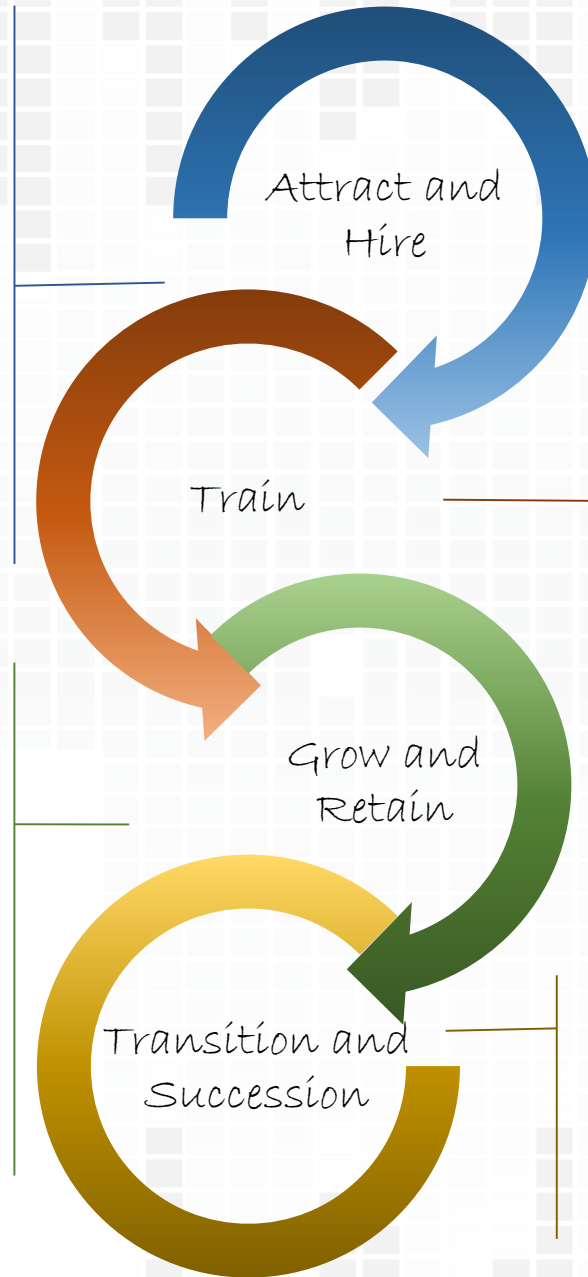
- [Academic Initiative Schools](#)
- [Talent Match](#)
- [Master the Mainframe Wall of Fame](#)
- [Open Mainframe Project](#)
- [Jobs Board](#)
- [Client Perspective on finding talent](#)
- [Client Perspective: Best techniques for hiring new mainframe talent](#)
- [The Best New-Collar Job: A Mainframe Technician?](#)

Qualify Talent

- [MTM Learning System](#)
- [Digital Mainframe Badges](#)
- [Mainframe Foundation Test](#)

Build Eminence

- [IBM Conferences](#)
- [User Groups - SHARE](#)
- [Z-Related Community](#)
- [Gen Z Workshops](#)
- [Z Council Meetings](#)
- [Facebook Live - Z recent hire insights](#)
- [New Faces of Z](#)
- [Advocacy Hub](#)
- [Mentoring](#)



Train for No Cost

- [MTM Learning System](#)
- [z/OS Introduction Workshop](#)
- [Intro to z/OS Videos](#)
- [z/OS YouTube Videos](#)
- [CICS Redbooks Courses](#)
- [Mainframe Playground](#)
- [MOOC](#)
- [Interactive Product Catalog](#)
- [Code Patterns](#)

Train for a Fee

- [IBM Skills Gateway](#)
- [Tech U - z/OS Fast Start](#)
- [Mainframe Apprenticeship Program](#)
- [IDCP Certificate Programs](#)

Access IBM Z Systems

- [LinuxONE Community Cloud](#)
- [IBM Z Trial Program](#)

Transfer Knowledge

- [Transition to teaching](#)
- [Key steps for passing the torch](#)
- [Share expertise](#)

Learn more at ibm.biz/zskills or listen to the complete [z Skills presentation](#)



Read about IBM's skills initiatives in [Ross Mauri's Blog](#)