## 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, boot camps, 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

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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?

Train for No Cost
- MTM Learning System
- Intro to z/OS Videos
- z/OS Bootcamp for Beginners
- z/OS Introduction & Workshop for IT Professionals
- 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

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

ATTRACTION AND HIRE

Train

GROW AND RETAIN

TRANSITION AND SUCCESSION

Transfer Knowledge
- Transition to teaching
- Key steps for passing the torch
- Share expertise

Explore the new IBM IBM Z Skills Employer Resource Center for a complete listing of practices, offerings, tools, and resources.
Visit our IBM Z Skills website to discover resources to help you to learn, teach, or employ Z Skills.