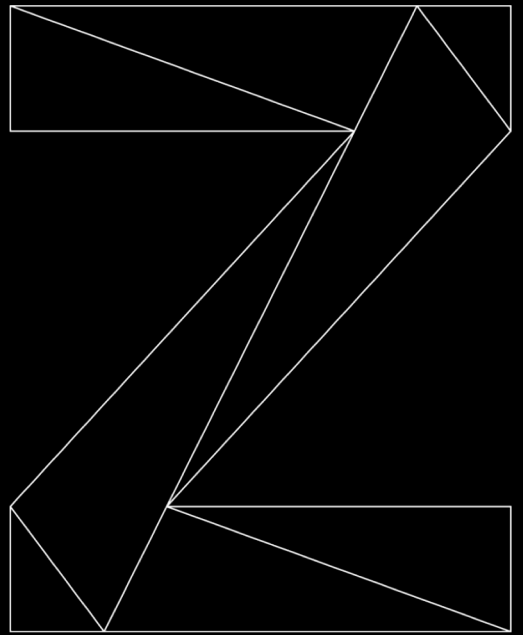
IBM Z

Open Innovation

Attracting the Next Generation of Developers and Architects to the Mainframe



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Calista Redmond
Vice President
IBM Z Ecosystem

@JLouisVignaud
Jean- Louis Vignaud
Vice President, Product Management, CA Technologies

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Meredith Stowell
Director, IBM Z ISV Success and Community Advocacy

IBM Z priorities

Innovation

Expand IBM Z capabilities

Ignite hardware and software innovation

Grow IBM Z adoption across IT consumption models

Community

Cultivate Z skills and career opportunities

Enhance ecosystem of developers, ISVs, System Integrators, and other partners

Driving the future of IBM Z

New technologies dramatically changing the IT landscape

Innovation

Quantum computing
Solve the world's most complex problems and accelerate workloads

AI
will revolutionize society for greater productivity and actions built on data

Blockchain
will become a disruptive force for supply chains across industries

Driving the future of IBM Z

Innovation for a secure cloud infrastructure

Innovation

Dynamic Multi-Cloud
will be the deployment platform for all workloads and a differentiator to obtain competitive advantage

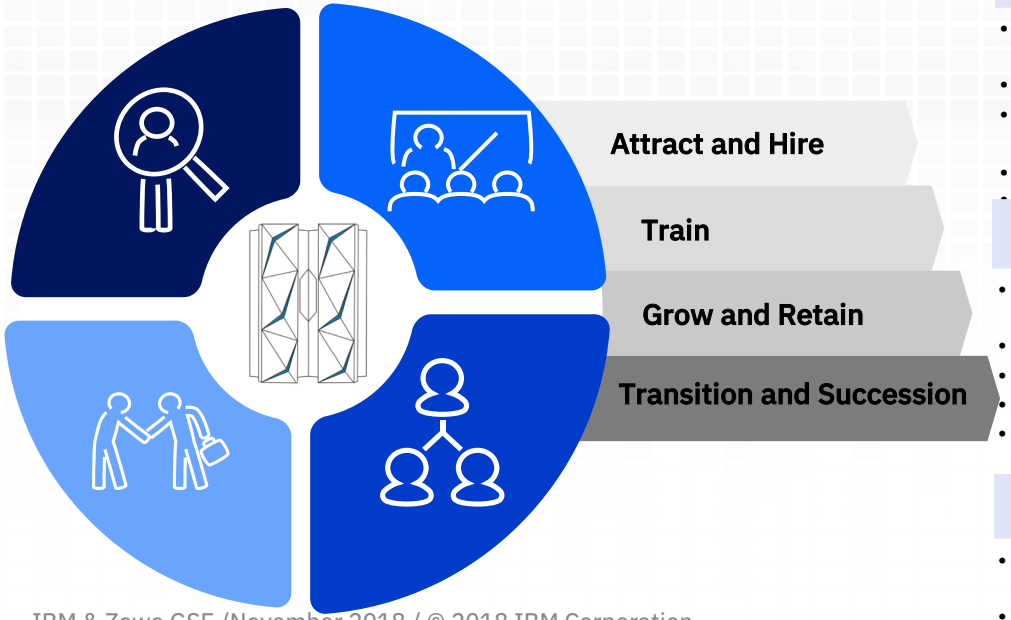
Security
Cyber attacks and increased regulations make security a source of competitive advantage

Compute Infrastructure
Ongoing innovation in core technology for highly modular cloud ready infrastructure

Cultivate Talent

Develop talent strategy

- Asses 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 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

Community

IBM & Zowe GSE /November 2018 / © 2018 IBM Corporation

Cultivate Talent

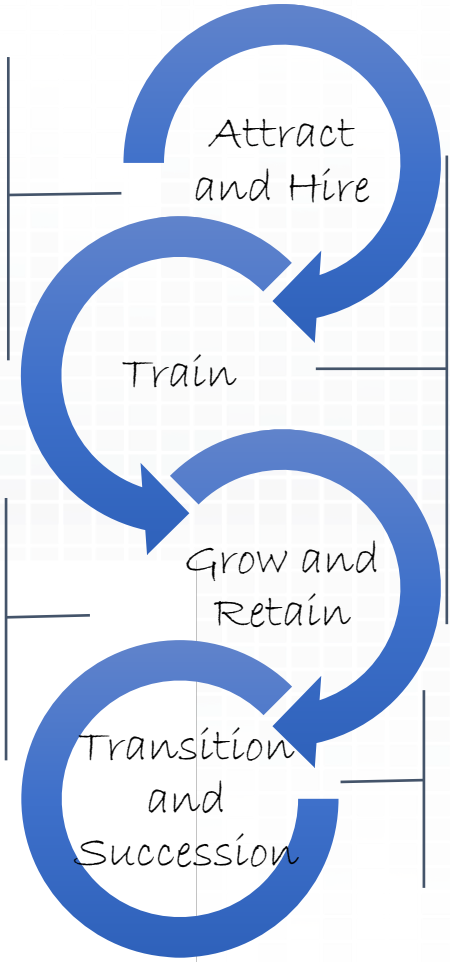
Resource links to help your company

Find Talent

- Academic Initiative Schools
- Talent Match
- Master the Mainframe Wall of Fame
- Open Mainframe Project
- Jobs Board

Qualify Talent

- MTM Learning System
- Digital Mainframe Badges
- Mainframe Foundation Test



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
- 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

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

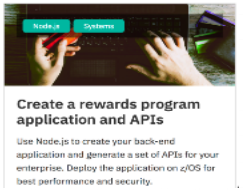
Read about IBM's skills initiatives in Ross Mauri's recent Blog

Community

Cultivating community through direct engagement

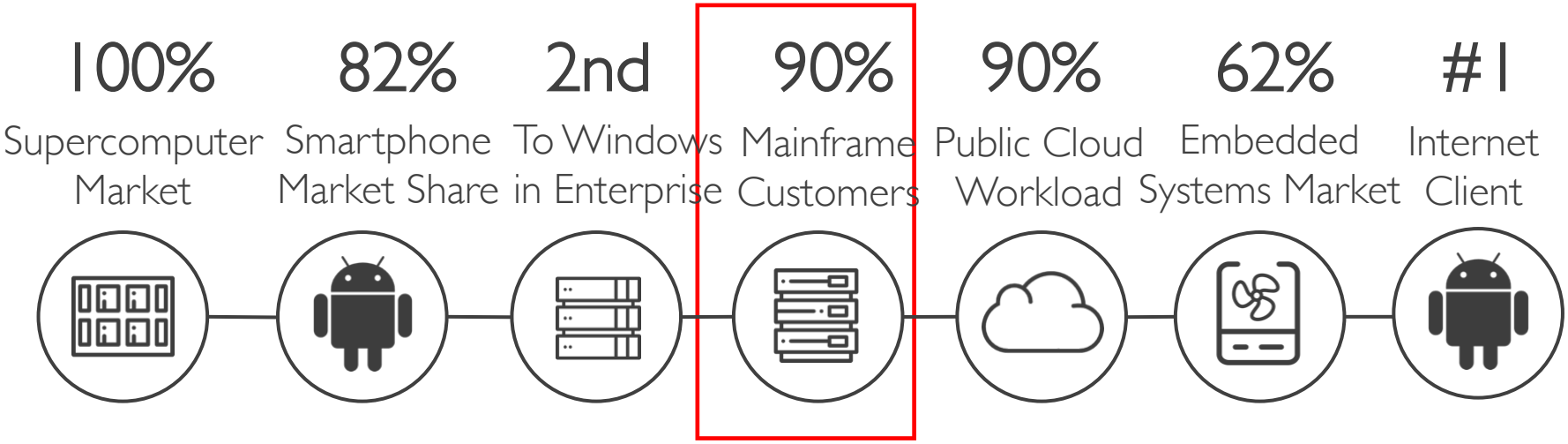
- *Expand New Collar:* **Onboarded 30+ Mainframe Sys Admin Apprentices** at IBM, Per Scholas Program, LaunchCode COBOL and z/OS Application Developer Program
- *Accessible Introductory Training:* Released on-demand, no-charge, video-based *Introduction to z/OS* course with over 15,000 views http://www.redbooks.ibm.com/redbooks.nsf/redbookabstracts/crse0304.html?Open
- *Code Patterns:* Released Node.js and microservice patterns
- *Connect Clients to Talent:* Launched Talent Match to connect Master the Mainframe talent and other digitally badged skills to clients *www.ibm.com/services/learning/talentmatch*
- *Shift Perception:* PR promoting Master the Mainframe, Videos, Cultivating Talent Blog, Code Like a Girl Blog, Analyst Blogs, Systems Magazine, etc.
- *Courses:* University of Canberra, HPI MOOC
- *Advocates:* **Activated 45 IBM Champions for IBM Z** who are now providing blogs and social content to support our marketing team efforts
- *Developer/Student Outreach:* Gen Z workshops, Conferences (OSS Europe), 33+ Legends of Z student meetups worldwide

Earned developer advocacy



Community

Mainframe is key part of Open Source success



Every market Linux has entered it eventually dominates

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OPEN MAINFRAME PROJECT

Jean- Louis Vignaud

Vice President, Product Management
C A Technologies

Introducing Zowe

- An extensible framework for connecting applications and tools to mainframe data and applications.
- Aims to make the mainframe an integrated and agile platform within the changing IT architectural landscape.
- First open source project on z/OS. All code is licensed under the Eclipse Public License version 2.0

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Why Zowe ?

Information Technology is undergoing a revolution of changing architectures

Co-Existence With Other Cloud Models

Protecting Future Investments

Simple and Familiar

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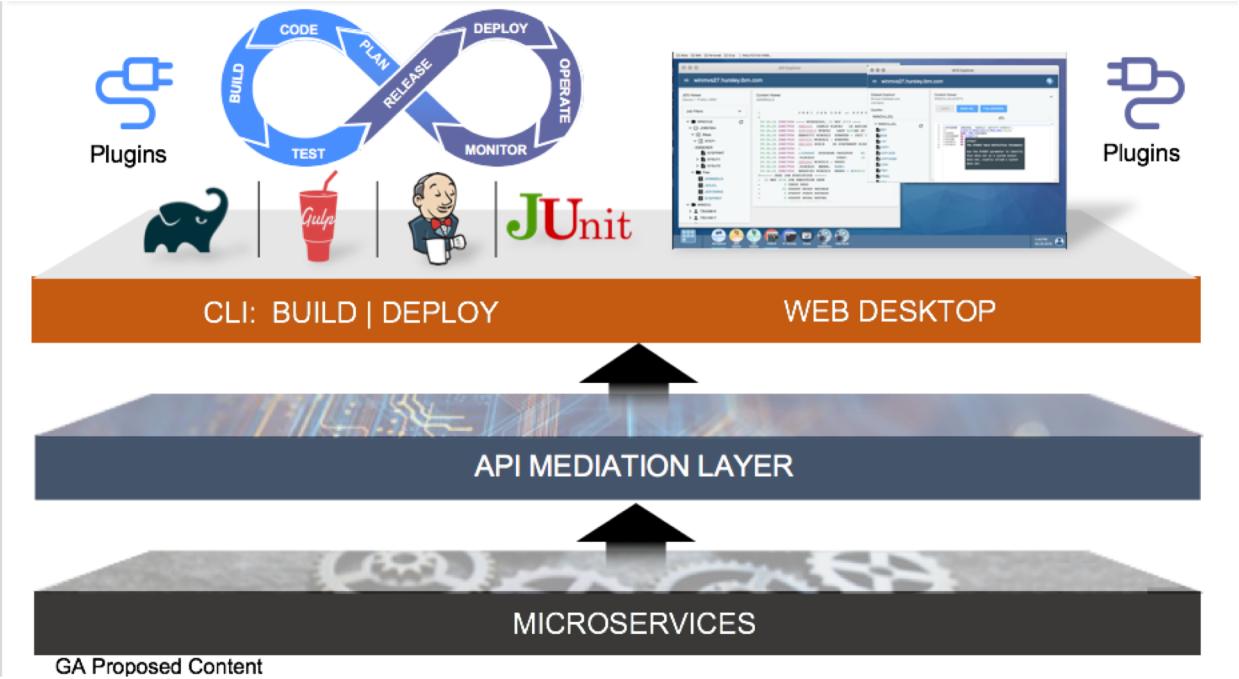
Zowe framework and ecosystem at a glance

Zowe

Vendors can build ‘Zowe Compliant’ plugins that will leverage this framework.

Core Zowe includes API Mediation Layer, Command Line Interface (CLI), and Web User Interface



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Zowe API Mediation Layer

Zowe

"A scalable, highly available, lightweight mediation layer for all service-oriented Rest APIs originating from the mainframe platform."

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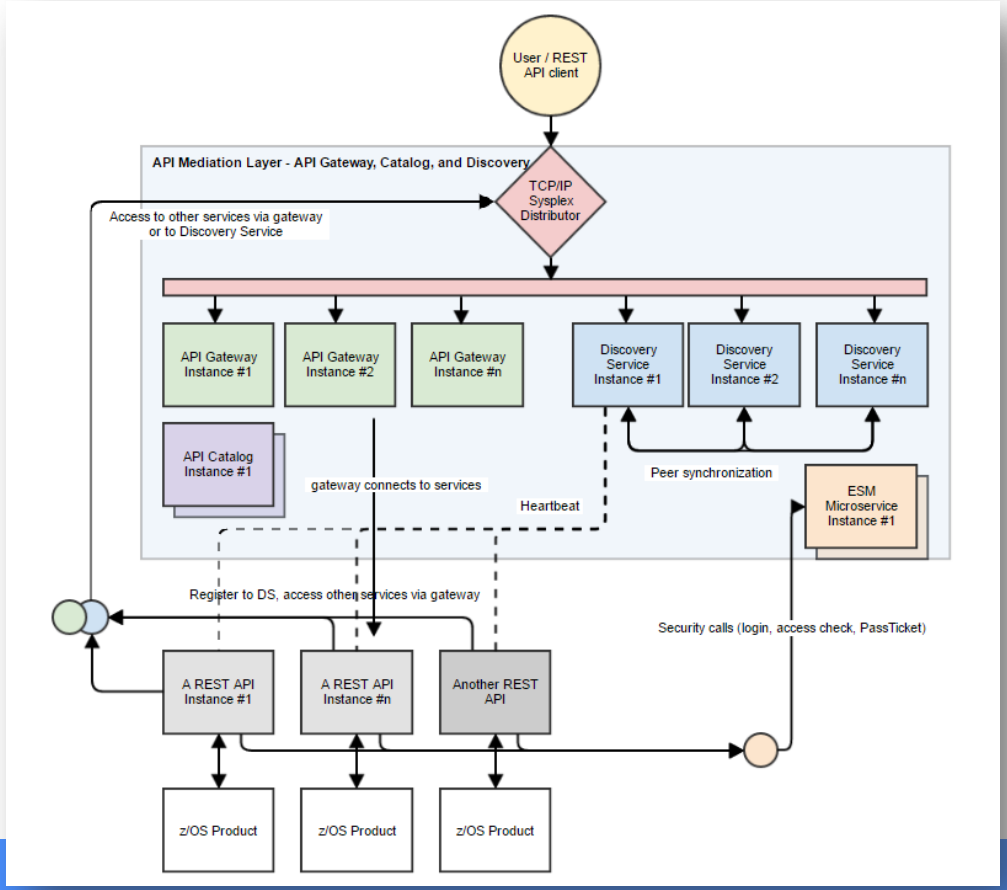
API Mediation Layer

Zowe

Enables a **single point of access** to multiple mainframe service APIs and offers **enterprise cloud-like features** such as high-availability, scalability, dynamic API discovery, consistent security and documentation



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Zowe Web GUI

Zowe

"A modern, hosted, extensible, and user-friendly web-based desktop skinned GUI for the mainframe platform."

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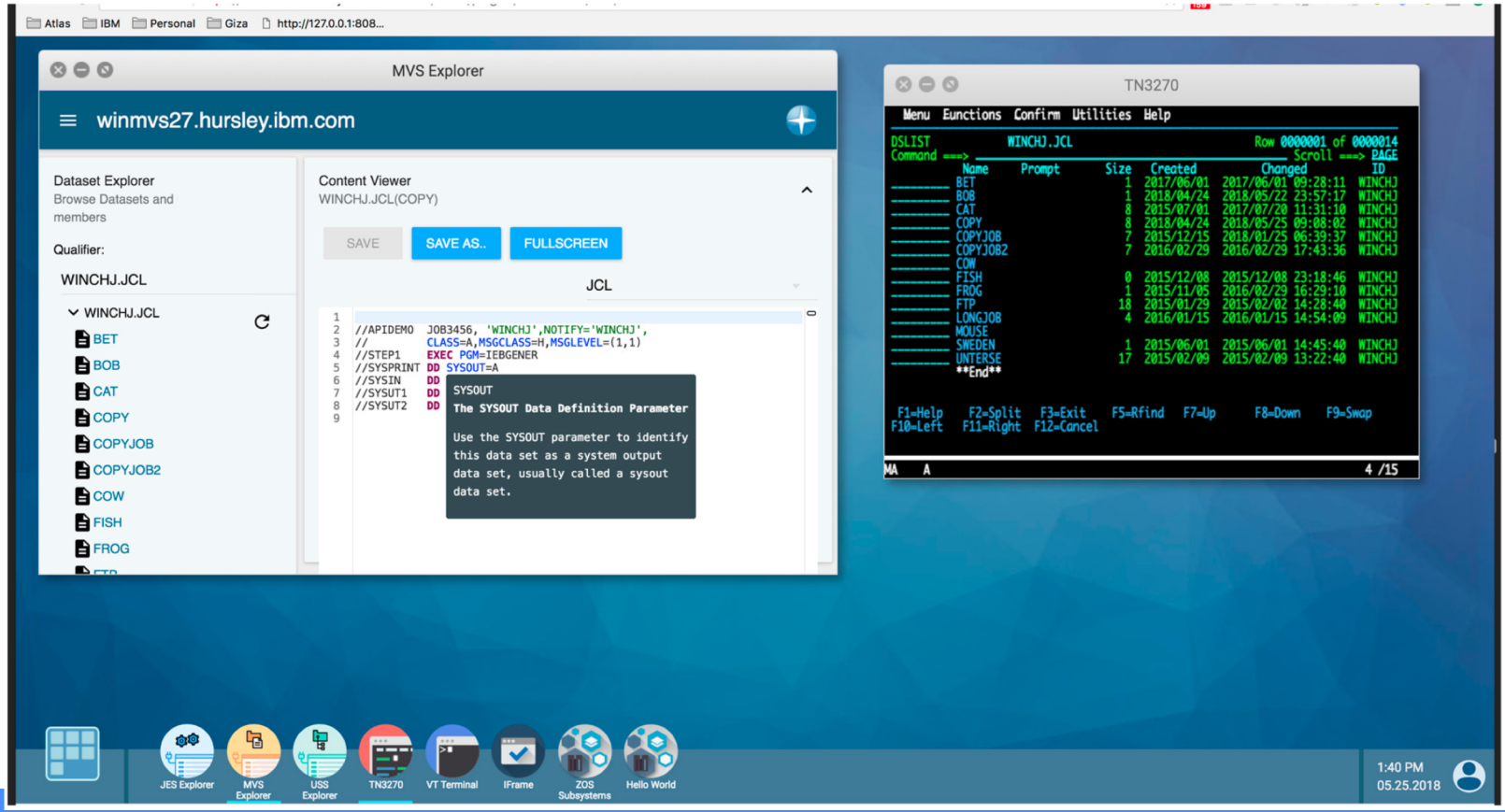
Old and New Experience in your browser

Zowe



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Zowe CLI

Zowe

"A robust, extensible, cloud-like Command Line Interface into the mainframe platform."

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Challenge

Zowe

Michelle

AWS CLI. Azure CLI, ...

?

Cloud

Mainframe

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Zowe Introduction Demo

Recorded 10/30/2018

Get involved in the Zowe community

Zowe

Join the Open Source Community @ https://www.openmainframeproject.org/projects/zowe

Participate in and contribute to the Zowe developer community at **zowe.org**

Learn how your organization can become a steward and supporter of this project with Open Mainframe Project membership at **openmainframeproject.org/about/join**

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Zowe sessions at GSE

- PG - Intro to Zowe :
  - Tuesday 13:45-14:45, Hockenheim
- MK – Extending Zowe :
  - Wednesday 10:45-11:45, Monza

Panel Discussion

Christian Ziegler

University of Applied Sciences Coburg

Herb Daly

University of Wolverhampton

@HaloedPayload

Harriet Davy

Barclays

@HarrietDavy

Sebastian Wind

University of Leipzig

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