Making the Mainframe a Millennial Magnet

Jim Conway

CA Technologies

November 2018

Session QG

Agenda:

- Introduction
- Initial Contact
- Onboarding
- Training
- Retention

The bleak picture:

Skills Shortage   Very little mainframe skills currently on the market or geographical challenges

IT / STEM People   According to the EU, by 2020, there will be a shortage of 700,000 STEM people

**0 Unemployment
in IT in Prague**   High Salaries are easy to find for top talent. Even offering top dollar does not keep people motivated long-term

Comfort Zone   Difficult to tempt skilled developers away from their sphere of knowledge. Green screen looks strange if a person is used to developing using some of the modern IDEs

CA Technologies:

Biggest Mainframe ISV ie. after IBM

PTC (Prague Technology Center):

- **Founded in 2005**
- **Grew to 130 engineers in 2012**
- **Now 291 engineers, management and Product Management**
- **Extended product coverage (over 40 mainframe products supported)**
- **Average age - 36**
- **Over 40 nationalities represented**

Who am I?
- **Been around a while**
- **Joined CA in 2012**
- **Conducted over 200 Interviews**
- **25 successful hires in that time**

Initial Contact:

Advertising   2017 we started a major advertising campaign.

Initial Contact:

Brand Building on Local Markets:

- **Job Fairs at Local Universities.**
- **University Cooperation**
- **Local School lectures**
- **Career Discovery days**
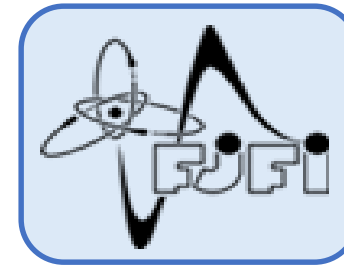- **Code Weeks**

PTC partners with local universities!

… by providing Mainframe Basics courses (and teacher) to famous Czech IT universities

Czech Technical
University

Charles
University

University of
Nuclear Sciences

… by welcoming interns during the summer exploring the Mainframe technology and The Prague Technical Center

Initial Contact:

Other general ideas

- **Public Events e.g. Open Days**

- **Strong Referral program**

- **Internships**
  - **Full-Time short term**
  - **Part-Time Long term**
  - **Focus on the student so they get value from the internship**

Onboarding:

Interviewing the candidates:
- **Co-ordination   Having a candidate (especially straight from University) walk into a room and face 3 managers and a few engineers all firing questions!**
- **If the candidate seems suitable, considering showing the person the office space and introduce to the team**
- **Explain the training program in detail so the person has a clear picture what they are moving into**
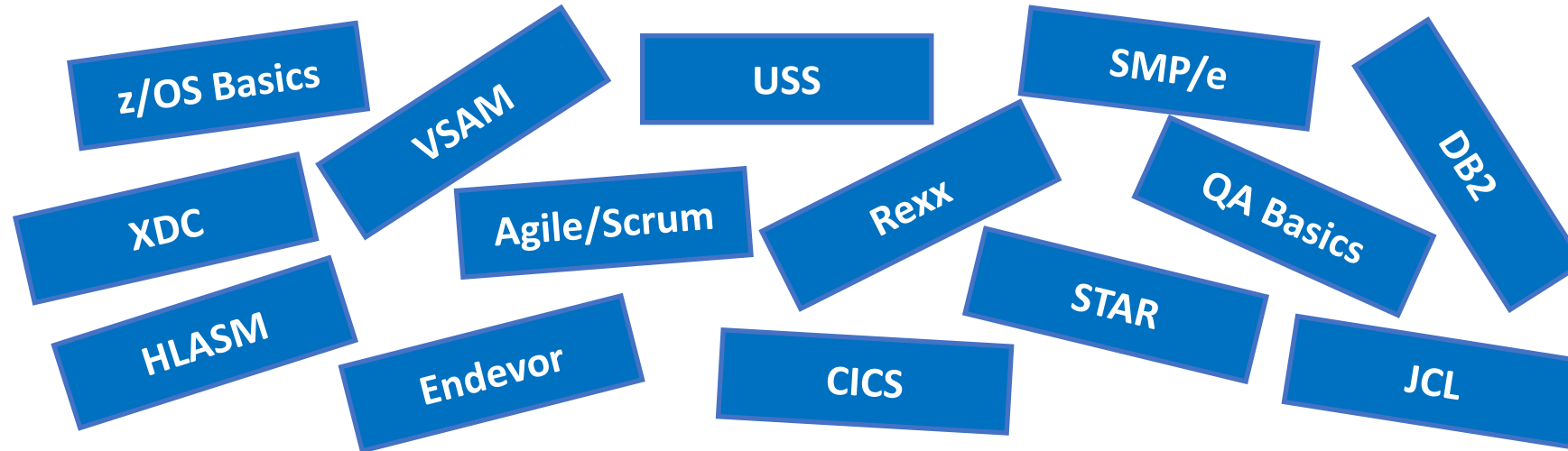
Hiring:
- **Make sure the candidate is given complete support**
- **Be careful with VISA Implications**
- **If there is a probation period, make sure this is explained**
- **Consider a buddy program to help the new hire get accustomed to the office atmosphere and logistics**
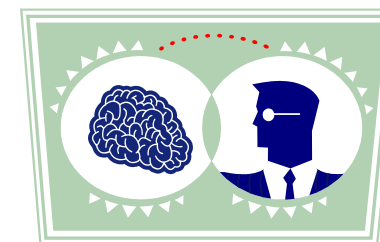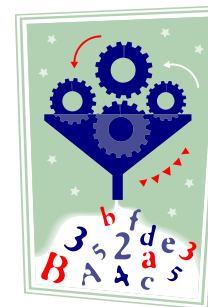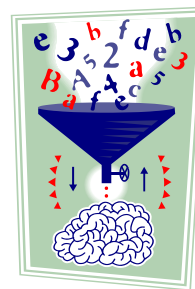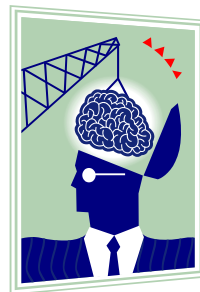
Training:

PTC has a 2+ months Mainframe curriculum for new employees

A set of Mainframe "basics" are given to new engineers when they join

z/OS Basics

VSAM

USS

SMP/e

DB2

XDC

Agile/Scrum

Rexx

QA Basics

HLASM

STAR

Endevor

CICS

JCL

… followed by Knowledge Transfer from experienced staff (onsite or in the US)

Training (continued).

- Product Training within the teams

- TechAid – ongoing training (Technical and soft skills)

- Product Share Presentations

- Rotational Residency program

Retention:

Working Conditions and Environment

Benefits Package:
- Volunteer Days
- Subsidized Lunch Vouchers
- Multi Sport cards
- Health benefits
- Social events

Retention:

Culture

Global Village: A chance to represent your home country and show it off including demonstrations of food, drink and song/dance

Retention:

Career Development

- Clear career progression (transparent)

- Modern developer tools

- Opportunity to move to different roles

- Fully maintained development plan

- Good training materials

- Opportunities to attend conferences
  - Sales
  - GSE
  - Share
  - IDUG

Retention:

Autonomy:

- Introduction of Agile practices
  - Self directed work teams

- Opportunity to spend time on Innovation

- Currently working on a CI/CD prototype

- Test Automation

- Patent Programs

Retention:

Hackathon!

We want your feedback!

- Please submit your feedback online at ….
  - ➢http://conferences.gse.org.uk/2018/feedback/qg

- Paper feedback forms are also available from the Chair person

- This session is QG