

The Journey of Two Mainframe Security Trainees

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Session FF

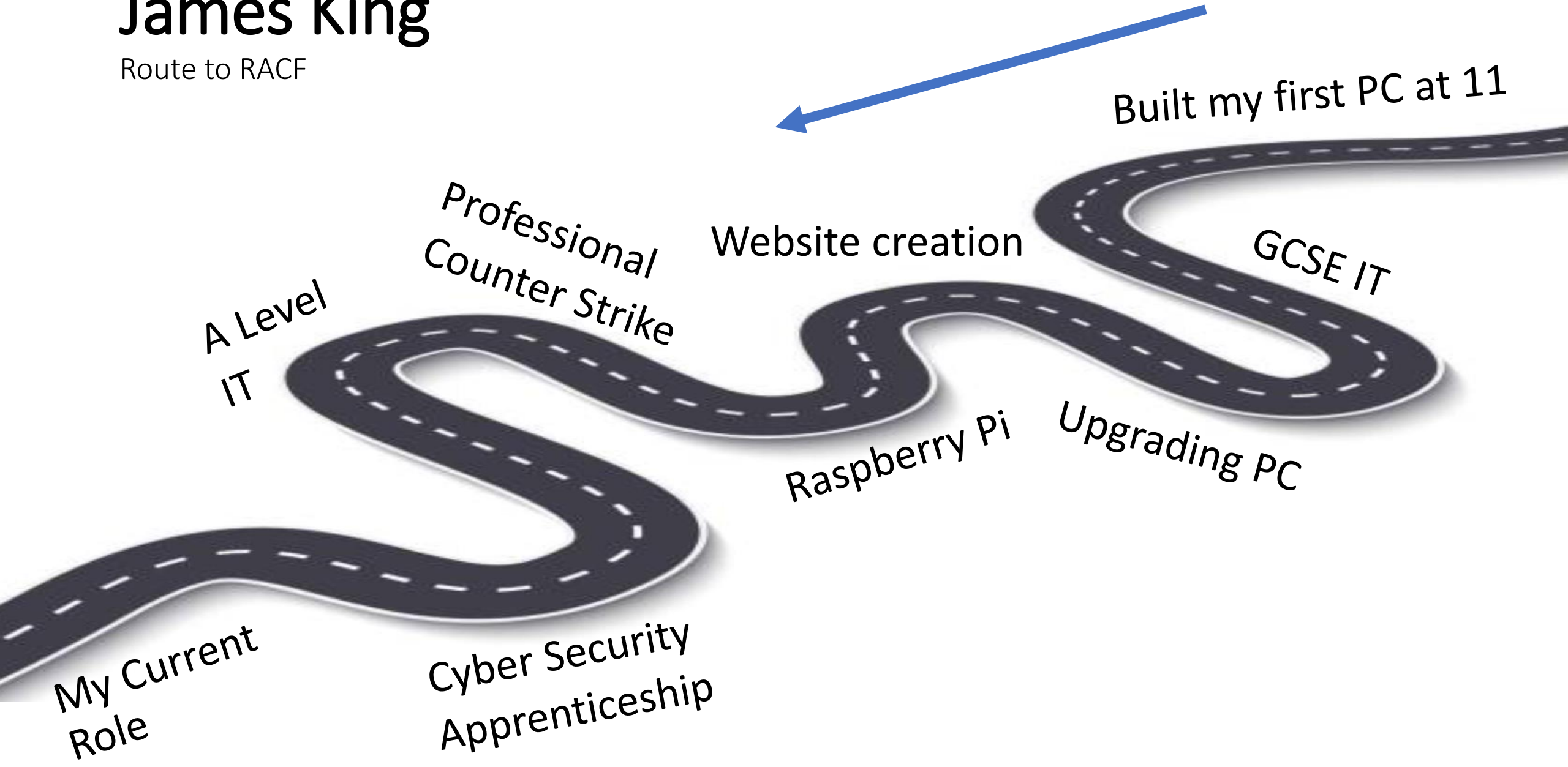


Agenda

- INTRODUCTIONS How did we get here?
- FIRST LOOK Initial impressions of the mainframe
- ADVICE What worked for us
What can you do?
- RETENTION Why will we stay?

James King

Route to RACF



My Current Role

Cyber Security Apprenticeship

A Level IT

Professional Counter Strike

Raspberry Pi

Website creation

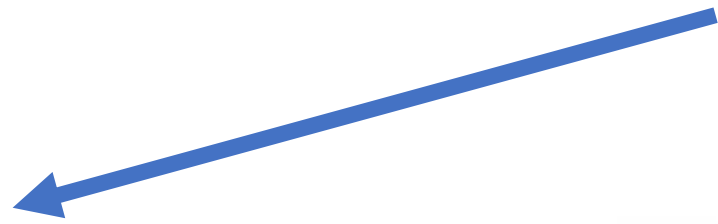
Upgrading PC

GCSE IT

Built my first PC at 11

Beth Newman-Jones

Route to RACF



Sci-fi film and TV

Admin roles and website design

ICT A Level

Built my PC

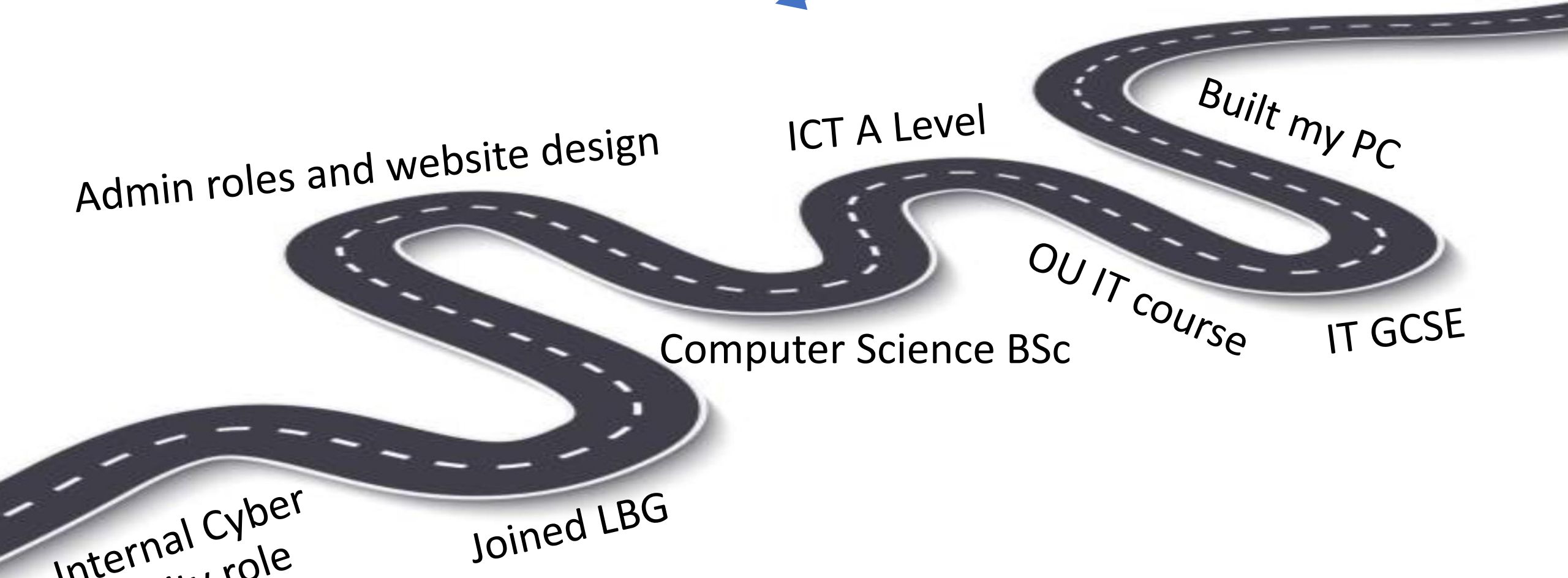
OU IT course

IT GCSE

Computer Science BSc

Internal Cyber Security role

Joined LBG



Initial Impressions

- Historic system
- Unique
- Vast
 - Number of specialisms
 - Number of implementations
- Backwards compatible/retro
- Transferrable skills
- Not at all like the movies



What would we change?

- Web GUI?
- Better emulator
- Internal documentation
- Job skills description

What worked for us

Positives

- Have a plan!
- Be flexible
- Side-by-side working
 - Questions, testing, repetition
- Consistency
- Ownership
- Support network
- Investment
- Time

Not as Helpful

- Unnecessary pressure/panic
- Ambiguity
- Excessive acronyms
- Protectionism
 - Both within and outside team
- Working alone
- No time to utilise training
- Switching tasks before completing
- No cross-team interaction

What can you do?

- Set up test jobs to fail
- Coding challenges
- Be sociable
- Share the dark arts
 - Don't LMGTFY
 - Managing/tracking workload
 - Sysprog/Ops knowledge
- Experience management calls
- Dig out the eternal odd jobs list
- Space to join conversations
- Question why X is being done
- Internal sessions sharing knowledge

Get **them** to:

- Understand how they learn best
- Create team guides on processes
- Share what they've learned
- Own minor system requirements
 - E.g. RACF template updates, updating documentation

Motivations

Why will we stay?

New challenges

Professional Growth

Community

Money/Compensation

Range of roles

Personal Development

Flexibility

Finally, time for dinner!


Just one more thing, any questions?

Please submit your session feedback!

- Do it online at <http://conferences.gse.org.uk/2019/feedback/FF>
- This session is FF



1. What is your conference registration number?


 This is the three digit number on the bottom of your delegate badge

2. Was the length of this presentation correct?

 1 to 4 = "Too Short" 5 = "OK" 6-9 = "Too Long"


1 2 3 4 5 6 7 8 9

3. Did this presentation meet your requirements?

 1 to 4 = "No" 5 = "OK" 6-9 = "Yes"

1 2 3 4 5 6 7 8 9

4. Was the session content what you expected?

 1 to 4 = "No" 5 = "OK" 6-9 = "Yes"

1 2 3 4 5 6 7 8 9