



Anticipate and Build skills

System z Foundation Training Programme

Mark Bunday

Hursley Laboratory, UK SWG Development & Services

Topics

- Background & Motivation
- Skills Development Framework
- The Journey towards the Foundation Curriculum
- Future Direction



Motivation for the programme

- Why?
 - Concern over the lack of available z skills.

- What?
 - HR sponsored project in 2 parts:
 1. Analysis of our existing z Series skills within the laboratory
 - Maturing Workforce
 - Roughly 33% of our existing skills could be gone within 5–10 years.
 2. Set of actions to address the skills gap
 - Skills Development Framework
 - System z Foundation Training Programme



Discovering the Real Issues

- Too easy to think of this as just a skills issue!
- It's much more about:
 - Capturing & Transferring Knowledge to/from generations.
 - Building knowledge, expertise and a bench for key z/OS roles.



Skills Development Framework

ATTRACT

✓ IBM Academic Initiative
(IBM partnering with its customers is proving to be a powerful message and catalyst to encourage Universities to support this initiative).

✓ Mainframe Contest

✓ Graduate Recruitment

✓ External Hiring

✓ Leverage the wider IBM community

DEVELOP

Training Programme

Identify people willing to retrain through IDP discussions.

Develop learning curriculum, coordinated with Hursley TCC to run throughout 2007.

Retraining programme
(Similar to above but for people who have already worked on the mainframe)

TLRB mgt of mainframe skills

DEPLOY

Be more conscious of who we have trained, and

Give trained individuals the opportunities to put what they have learned into practice.

Create opportunities for job rotation.

RETAIN

Bridge-to-Retirement

Compensation

Review Population Salary

Skills Premium

Recognition & Appreciation
(Have we missed opportunities to award people. Take Opp to leverage now – GS recognise teams and/or individuals)

Develop a set of Career Roadmaps

AWARENESS CAMPAIGN

Leverage Key IBM Messages & Internal Success Stories

- System z is key to IBM's continued On-demand & SOA Strategies
- Recent graduates having been working on mainframe last 5yrs and loving it!
- Someone with a long and successful career based around the mainframe

Mainframe Related Lectures *(Encouraging both External and Internal speakers)*

Share Best Practice & Identify Best-of-Breed:

- Tools & Techniques
- Skills Development & Training Methods

System z Foundation Training Programme



- **OBJECTIVE** : Create a training scheme to encourage our existing non-Mainframe workers to grow an appreciation for the platform.
- **CONSTRAINTS**: Delivery Focused Teams
- **METHOD**: Create a flexible framework that offers a blend of Formal classroom-based training and 'on-the-job' experiential learning
- **OUTCOME**: Hursley System z Foundations Curriculum.

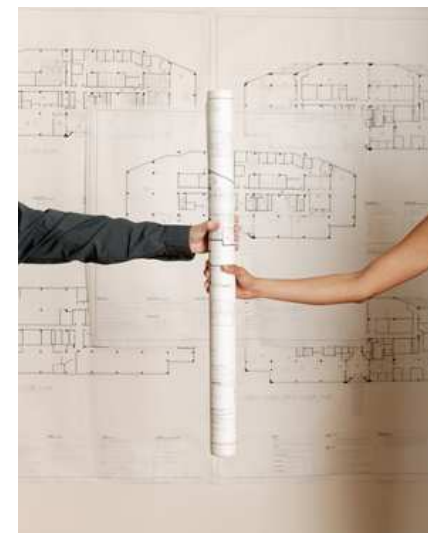
Consultation with Management Teams

- **Flexibility is Key:**
 - **In addition to their day job.**
 - **Handle different skill levels:**
 - Focus on those wanting to acquire z skills
 - Potential for growing skills from acquired to applied
 - **Allow students to complete at their own Pace:**
 - Rolling Stream
 - Rolling Schedule
 - **Give students an opportunity to experiment with System z:**
 - Reuse the 'IBM Mainframe Challenge' Environment to provide a "Safe place to learn"

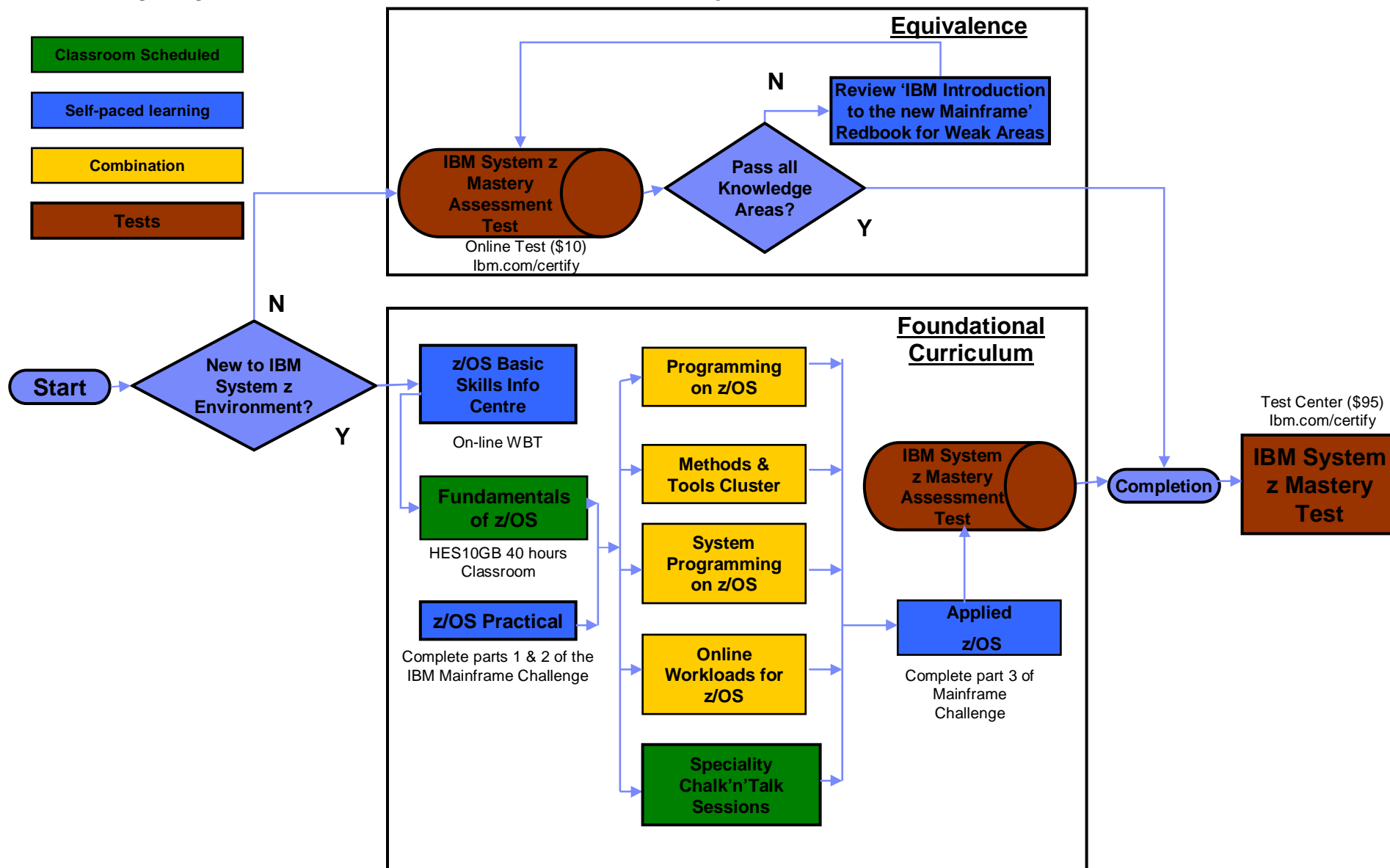


Proposal

- Deliver a System z Foundations Curriculum
- Based on Project Management Tier 1 Education Roadmap:
 - Dual Paths to cater for different skill levels
 - Rolling schedule of Learning Activities
 - Rolling Stream of participants
- A Blend of Formal Classroom Education and ‘On-The-Job’ Experiential Learning.
 - Formal IBM classroom based training, Mixed with Self-paced learning
 - Reuse other training material from:
 - IBM Academic Initiative
 - IBM Mainframe Challenge
 - Local SMEs to teach modules and ‘Art of the job’
 - Technical Guides to help support and guide students
- Use a reliable, valid, and fair method of assessing z/OS knowledge
 - **IBM System z Entry Level for z/OS Mastery Exam**



Hursley System z Foundations Roadmap



IBM Academic Initiative – System z

- Reuse existing course materials.
- Local SME's deliver technical materials. And, share the “Art of the job”
- Focused 2 hr sessions.
- Theory and practical hands-on experience.
- Minimise time away from the day job.



Hursley System z - Skills Development Wiki

Sharing Information, Ideas, Questions and Feedback.

The screenshot shows a web browser window with the address bar displaying "https://w3.webahead.ibm.com - Home - Hursley System z Academy Wiki - w3ki - Microsoft Internet Explorer". The page features a blue header with the "w3" logo and the title "Hursley System z Academy Wiki Home". A search bar for "WikiCentral" is visible, with the text "Searching HZOSTP" and a "GO" button. The main content area includes a welcome message, a list of navigation links, and a list of simple pages for getting started.

Browser address bar: <https://w3.webahead.ibm.com> - Home - Hursley System z Academy Wiki - w3ki - Microsoft Internet Explorer

Page Header: Welcome Mark A. Bunday | [Sign out](#) | [Refresh BlueGroups](#) Search WikiCentral GO [IBM](#)

Page Title: **w3 Hursley System z Academy Wiki Home**

Page Content:

WikiCentral Home > [Hursley System z Academy Wiki](#) > [Home](#)

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Welcome to the Hursley System z Academy

This is the home page for the Hursley System z Training Programme space.

Click [Getting Started](#) to learn more about how to take part.

Please use this wiki as a place to share ideas, questions and feedback about the programme.

To get us started, here are a few simple pages:

1. News - A place any time specific information regarding System z and programme.
2. Calender of Events - A series of Calenders to track up and coming events.
3. FAQ - Collaborative page for us all to add the most frequently asks questions.
4. Getting Started - How to go about starting the programme.
5. IBM zOS Mastery Exam - Information about the exam and how to apply.
6. SkillTap - Instant broadcasts for help.
7. System z Technical Guides - Table of SME's and the people they are guiding.
8. Useful Links - Place to store useful links to other sources of information.

Image: IBM System z10™ Enterprise Class. The Future Runs on System z.

Navigation Links (Left Sidebar):

- WikiCentral Home
- Hursley System z Academy Wiki
- News
- Getting Started
- Home
- Activity Log
- Calendar of Events
- Distribution Lists
- FAQ
- Hall of Fame
- Learning Modules
- Mastery Exam
- Practical Exercises
- Progress Path
- Recommended Courses
- SkillTap
- Technical Guides
- Useful Links

To the future

- Further iterations of the Programme
- Work-enabled Learning
- Pilot the BCS Mainframe Technology Professional Certification



Any Questions?



Summary

- System z Foundation Training Programme to proactively tackle skills pipeline
- Structured programme to give you fundamental z/OS skills
 - Allocated time for learning key skills
 - Facilities for hands-on experience
 - Access to experienced IBMers with these skills
- 4 main steps – gradually increasing your knowledge
 - Level 4 includes contribution to the programme
- A range of incentives
 - Long term job security, career development in the near-term