

Improved learning curve, easier to attract talent

- Simplification - *Zowe™, IBM Wazi*
- Open Standards and Tooling - *Jenkins, git, kubernetes, splunk, node, python, go, etc*
- Skills Programs - *Academic partnerships, accessible training and systems, diverse New Collar pipeline*

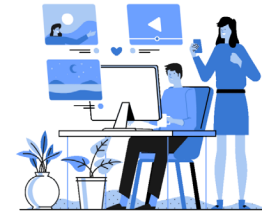
ATTRACT

- Access to thousands of Universities globally
- Sponsor a IBM Z® Career Connection Event
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- Sponsor a Z Career Connection Event
- IBM Z Apprenticeship Accelerator (US)
- IBM Z Global Skills Accelerator Program
- Join Global Z Student Community with 2500+ members
- No-cost training programs and learning paths



TRAIN

- No-cost training programs and learning paths
- Self-paced courses with labs & IBM Badges
- IBM Z Day
- z/OS® Academy
- IBM Z and Cloud Modernization Center
- IBM Z Learning Paths:
 - Introduction to IBM Z
 - IBM Z Xplore Learning Platform
 - IBM z/OS Practitioner
 - Application Modernization with IBM z/OS
- Architecting Applications with IBM Z
- IBM Z System Administrator



GROW

IBM can assist and partner with you to provide ways to grow your existing talent:

- Accelerate careers with learning paths, mentoring and leadership opportunities
- Build social eminence and network
- IBM Z Day
- New to Z Community
- Conferences
- Adopt common, modern tooling



Discover all about Z Skill Initiatives: ibm.biz/ztalent

Build a Z Sustainable Workforce with IBM



Determine Skill Needs

- What roles need to be filled? Sys Admin, Application Developer, Other?
- Level of expertise needed?
- How many resources for each role?
- Timing?

Early Professional

- Develop relationship with schools and students – career days, guest lectures, student clubs
- Target Academic Initiative Universities
- Participate in Z Career Connection Events
- Offer Job Shadowing & Internships
- Send New to Z hires to recruit

Apprentices / New Collar

- Non-traditional candidates – Community College, P-TECH, Re-entry programs, Veterans, etc
- Review and leverage existing registered Standards (Mainframe Sys Admin, Mainframe Application Developer)
- Contact Z Skills Rep to Join Employer Coalition

Experienced Professionals

- Search for candidates with earned Digital Badges
- Implement recruiting tactics for a competitive market (referral programs, company promotion, social media, etc)
- Use IBM partner ecosystem specializing in talent recruitment and placement

Determine Target Recruits

- Early professional/College grad
- Apprentices / New Collar
- Experienced Professional
- Internal Transfer

Train

Leverage role-based learning paths on the [IBM Skills Gateway](#) and take advantage of the many learning assets from foundational to advanced as well as industry conferences to upskill.

- [IBM Z Xplore](#)
- [z/OS Mainframe Practitioner Certificate](#)
- IBM Z Learning Paths
 - [Introduction to IBM Z](#)
 - [Application Modernization with IBM z/OS](#)
 - [Architecting Applications with IBM Z](#)
 - [IBM Z System Administrator](#)
- [IBM Apprenticeship Program \(US\)](#)

Grow and Retain

- Offer career paths and leadership opportunities
- Assign career and technical mentors
- Enable the ability to build personal eminence and network
 - Join [New to Z community](#)
 - Attend and present at conferences & events