

Modern Training Methods for the z/VSE & z/VM Workforce!

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IBMCHAMPION 

<https://zvse.interskill.com/>

<https://interskill.com/>

Friday June 28th, 2019
9:45am-10:45am
Room 2201

VM WORKSHOP 2019

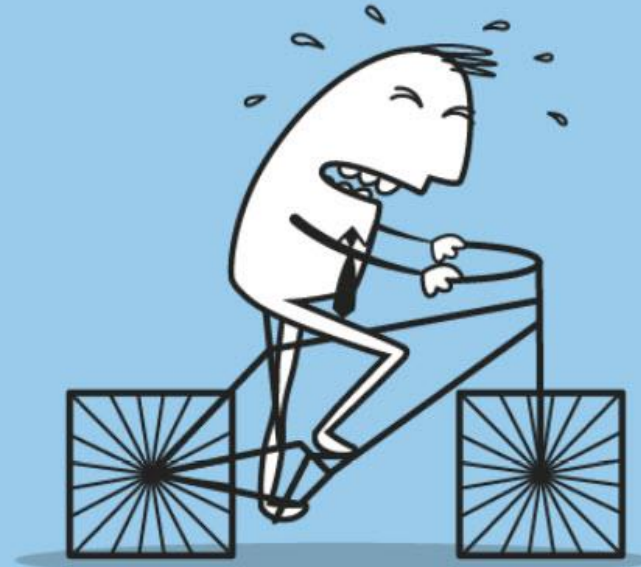
LEARN z/VM, z/VSE AND LINUX ON z SYSTEMS FROM THE EXPERTS



Let's discuss a better way ...



Training my Z Mainframe Workforce sure is hard work!



Why Train Your Mainframe Workforce?

As a Manager:

- Lead a highly skilled mainframe computing team
- Increased proficiency
- Greater organizational success
- Greater personal success and kudos
- Reduce the chance of a disaster
- Reduce the need for your oversight
- Reduce the number of fires you fight (Managers can be proactive instead of reactive)
- Make the Z Mainframe “be all that it can be” for long term platform security
- Other?

Why Train Your Mainframe Workforce?

As the Organization:

- Optimize ROI from mainframe software and hardware
- Increased efficiency of the overall organization
- Avoid disasters that damage reputation and brand
- Engaging key mainframe personnel for increased productivity
- Stop skilled mainframe personnel from leaving
- Organizational stability and agility
- Managing (ever accelerating) Change
 - mergers and acquisitions
 - new technologies
- Other?



“We live in a time of
important technological change
and it’s going to be important
to continuously train people.

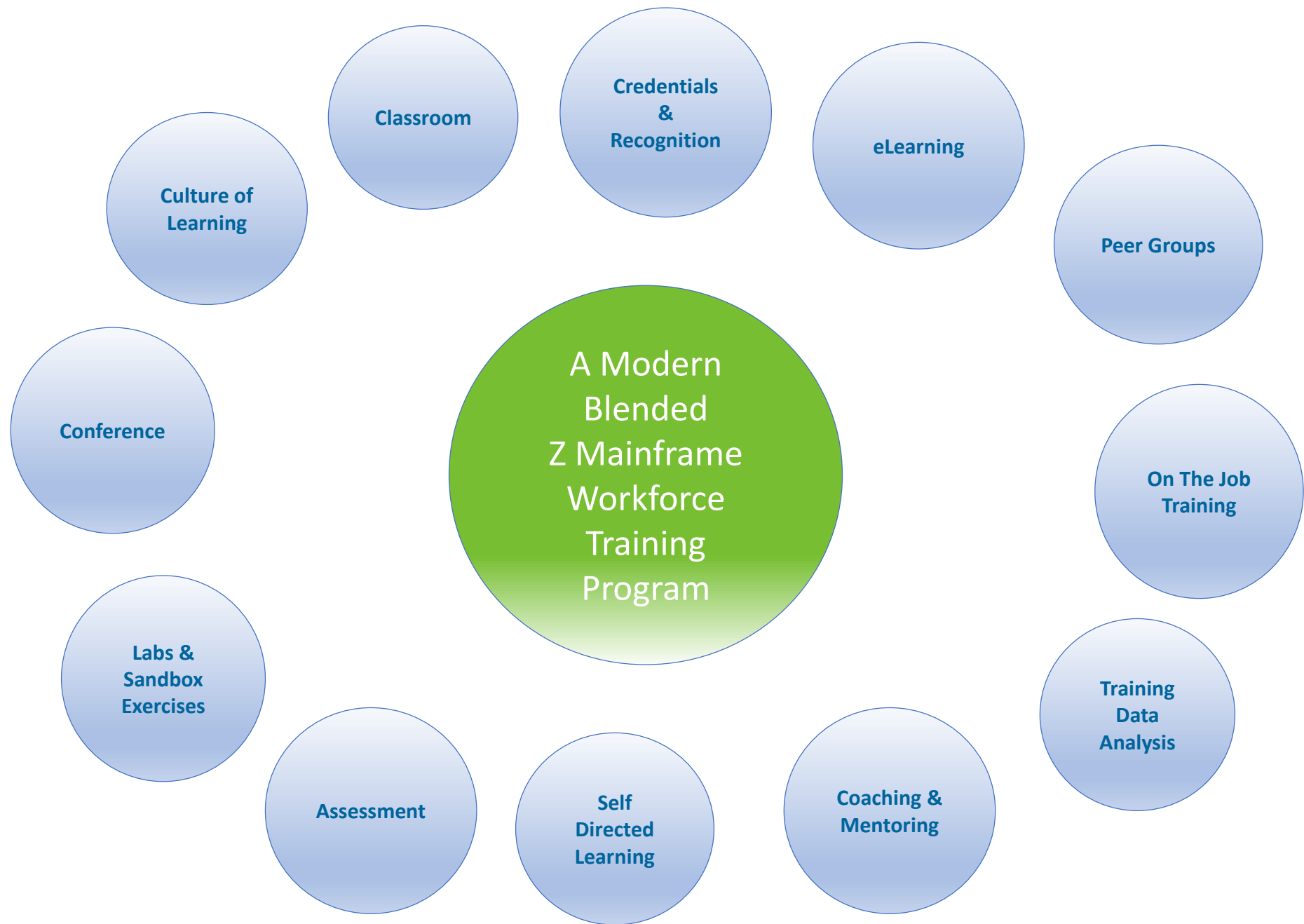
Whereas two or three decades ago,
people would go to school
and that would serve them
through their careers; that’s not going
to be the case any longer.”

Sundar Pichai,
CEO, Google



“There is no saturation point in education.”

– IBM Founder Thomas J. Watson, Sr.



Classroom

Classroom Training is the Mainframe Industry staple

- Dedicated training time
- Hands-on practice
- Adaptability, Tailor to needs
- Individual Attention
- Dialogue / Q&A
- Build Personal Relationships, Networking
- Other?

IBM Global Training Partners



eLearning

The Core of a Mainframe workforce training program.
The Heavy Lifter!

- Instant, globally delivery
- Higher retention
- Versatility
- Consistency
- Scalability
- LMS: Activity and ROI Measurability
- Synergy with Coaching and Mentoring
- Other?



Coaching and Mentoring

Vital as senior Mainframers retire!

Essential Mainframe Knowledge Transfer!

- Coaching
 - Short term
 - Skill or job focus
 - Training
- Mentoring
 - Long term
 - Career focus
 - Advice, Introductions, Sounding board
- Synergy with eLearning



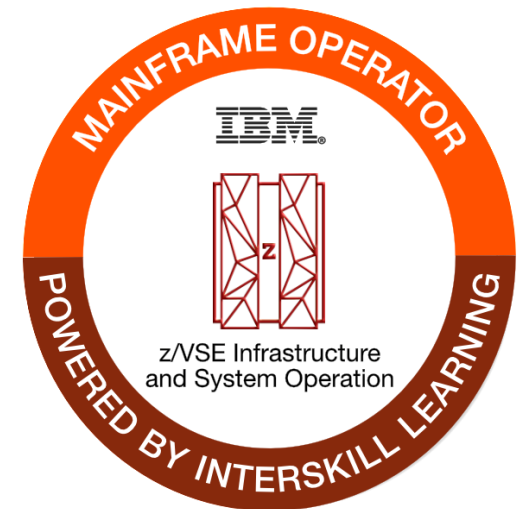
Credentials and Recognition

Embrace the IBM Digital Badge Program!

- Credentialing offers Recognition
 - Increased participation and completions
 - Increased test results
 - Increased job satisfaction
- Verified, industry benchmarked skills
- Retention: skilled personnel less likely to leave
- Talent mapping
- Incorporate other forms of recognition for training achievement



<http://ibm.biz/badging>



Assessment

Identify skill gaps & strengths for Individuals, Teams or Workforce

- Optimize training time and expense
- Objective, measurable data
- pre-training & post-training
- Calculate training ROI
- Objective performance appraisals
- Use in the hiring process
- Other?



Training Data Analysis

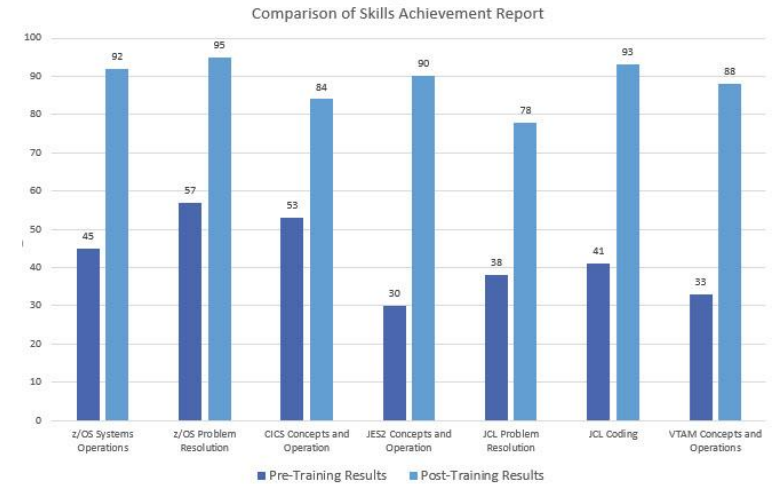
Training Big Data!

Your Learning Management System records data on:

- Courses completed
- Assessment results
- Skill gaps
- Top performing personnel

Use this priceless training data to:

- Optimize your mainframe training program
- Identify skill gaps and target training needs
- Calculate training ROI
- Identify training patterns and trends
- Insure proficiency!



Peer Groups

- Internal Peer Groups
 - Camaraderie and team bonding
 - Makes employees less likely to leave
 - Knowledge transfer
 - Cost-effective
- External Peer Groups
 - VM Workshop
 - SHARE
 - zNextGen
 - Destination Z
 - LinkedIn Groups
 - Regional User Groups
 - Other?



On-The-Job Training

So much about working for your mainframe organization can only be learned On The Job

- Preserving Valuable IT and Mainframe Practices
- Business and Technical Practices
- Cultural Attitudes
- Tricks and Techniques
- Local Configurations
- Documented Processes and Procedures
- Local History and Folklore and a sense of belonging

Self-Directed Learning

Resources for Mainframe SDL

- Red Books
- IBM Manuals
- IBM.com
- Reddit
- Mainframe Magazines, eZines, Articles and Newsletters
- Internal Process & Procedure manuals
- Other?

Promote a **Culture of Learning** to maximize SDL

Ensure quality Source of training content!

Labs & Training Sandbox Exercises

Explore, learn, & perform training lab exercises in a real mainframe environment

- External Labs (IBM & other providers)
- Internal Training “Sandbox” Exercises and Projects

```
SYSTEM: z/VSE                z/VSE 6.2          TURBO (01)      USER:  SYS
VM USER ID:ETPGSBE           TIME: 02:39:13
F7-0171 IPN300A Enter TCP/IP Command
F3 0003 IST172I NO PENDING STATES EXIST
F3 0003 IST314I END
AR 0015 1C39I COMMAND PASSED TO VSE/POWER
F1 0001 1R46I  TIME IS  2:38:52, DATE IS 10/15/2018
F1 0001 1R46I  022 PAGES FIXED, 022 CURRENT TASKS
F1 0001 1R46I  SYSID= , NODEID= , SECNODE=AAAA
AR 0015 IPL'D FROM UNIT=123 AT DATE 10/15/2018,CLOCK 02:23:07 BY SYST-OPERATOR
AR 0015 1I40I  READY
F8 0008 EOJ DTVJOB3      MAX.RETURN CODE=0000
                   DATE 10/15/2018, CLOCK 02/38/58, DURATION  00/00/18
F8 0001 1Q34I  F8 WAITING FOR WORK

==> _

1=HLP 2=CPY 3=END 4=RTN 5=DEL 6=DELS 7=RED 8=CONT 9=EXPL 10=HLD 11=PCUU 12=RTRV
ACT_MSG: HOLDRUN          PAUSE: 01  SCROLL: 1          MODE:  CONSOLE
```

Conferences

- Meet with IBM Executives and Experts
- Learn about the latest releases and technologies
- Training sessions by mainframe industry experts
- Networking with mainframe industry peers

Conferences

- VM Workshop
- SHARE
- IBMTechU
- IBM Think
- IDUG
- GSE
- and many more!



Culture of Learning

“A set of organizational values, processes, and practices that encourage employees, and the organization as a whole, to continually learn and add new skills.”

How to Create a Learning Culture in an Organization

- Formalize training and development plans.
to be ingrained, it should be mandatory!
- Give recognition to learners and achievers.
recognition drives a thirst for learning and an intellectual curiosity
- Get feedback.
regularly evaluate benefits and outcomes.
- Promote from within.
Announce internal job posting & encourage employees to learn!
- Develop knowledge and information sharing into a formal process.
Formalizing the process makes sure that everyone who needs the information gets it.

Advantages

- improves employee morale and motivation.
- instills a “growth mindset” and an intellectual curiosity in your employees.
- gives your organization a “growth mindset” and intellectual curiosity too.
- prepares the organization for inevitable change.
- learning increases efficiency and productivity.
- The long term ROI is huge.

IBM

IBM offers extensive mainframe training resources:

Training for No Cost

- MTM Learning System
- z/OS Introduction Workshop
- Intro to z/OS Videos
- z/OS YouTube Videos
- Mainframe Playground
- MOOCs
- Interactive Product Catalog
- Code Patterns

Training 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

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

IBM Skills Gateway

<http://www.ibm.biz/zskills>

TAKEAWAYS

1. Mix it up with Blended Learning
2. Embrace IBM Digital Credentials
3. Analyze Training and Skills Data
4. Create a Culture of Learning
5. You don't have to spend more on training, just spend smarter!

**It's time to modernize your
Mainframe Workforce Training
Program!**



How do you keep a Mainframer in suspense?

I'll tell you tomorrow.