



Filling the Enterprise Skills Pipeline

IBM z Academic Initiative and Skills Program

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IBM **z/TPF**
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Building z skills at every step in the lifecycle

High School

**Computer Science
Advanced Placement**

Higher Education
Technical Schools & Universities

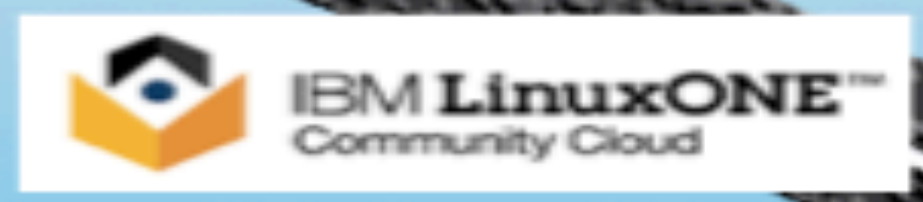
IBM Academic Initiative

Building skills for a Smarter Planet

Professional

IBM Systems Technical University

**Global Training
Partners**



Filling the talent pipeline through early exposure to Enterprise Computing

Training

Experience

Content, Courses, Minors, Majors and Graduate Degree programs

Re-Skill professionals: on-line, accredited Certificate programs, Badges, MtM Contest

Deepen Skills with Training Courses

**Capstone Courses
Research Projects
Co-op Programs
Internships**

**Rotational Assignments
Exchange Programs
Mentorships**

Essential Steps



Build Relationship

Select an [Academic Initiative School](#), guest lecture, teach, attend career fairs, sponsor technical events



Recruit

Leverage the [z Academic Initiative schools](#), find qualified candidates using the IBM [z jobs connetor](#) site and partners like zSkills Corp or MCEC



Train

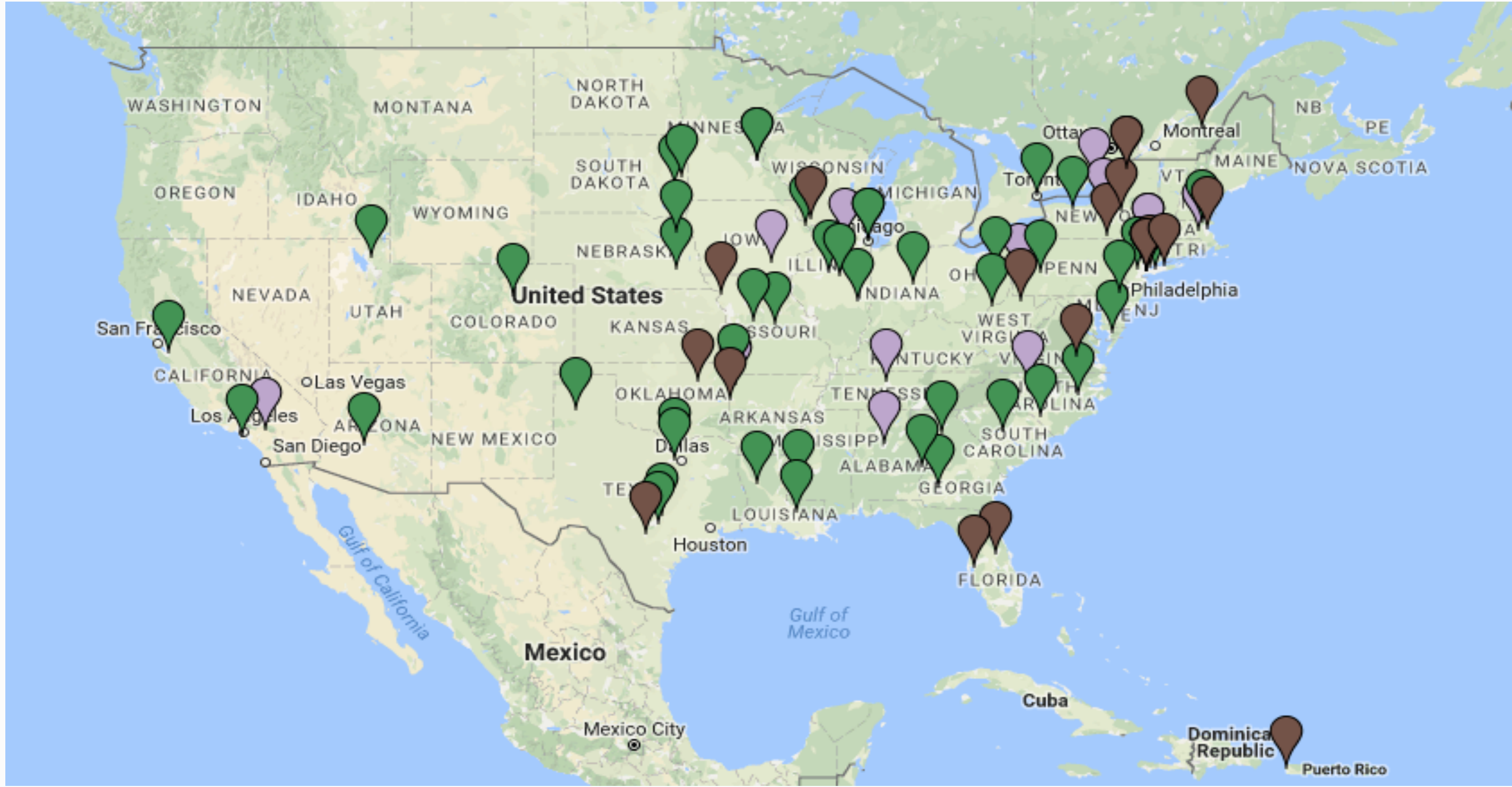
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Retain

Build an inclusive community for new tenure employees, get active in [Gen z communities](#)

Build relationships



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- Job Seekers**
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 - ▶ Post a Resume
 - ▶ Set up an Email Job Alert
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Excite
Empower



Innovate
Teamwork
Design
Thinking



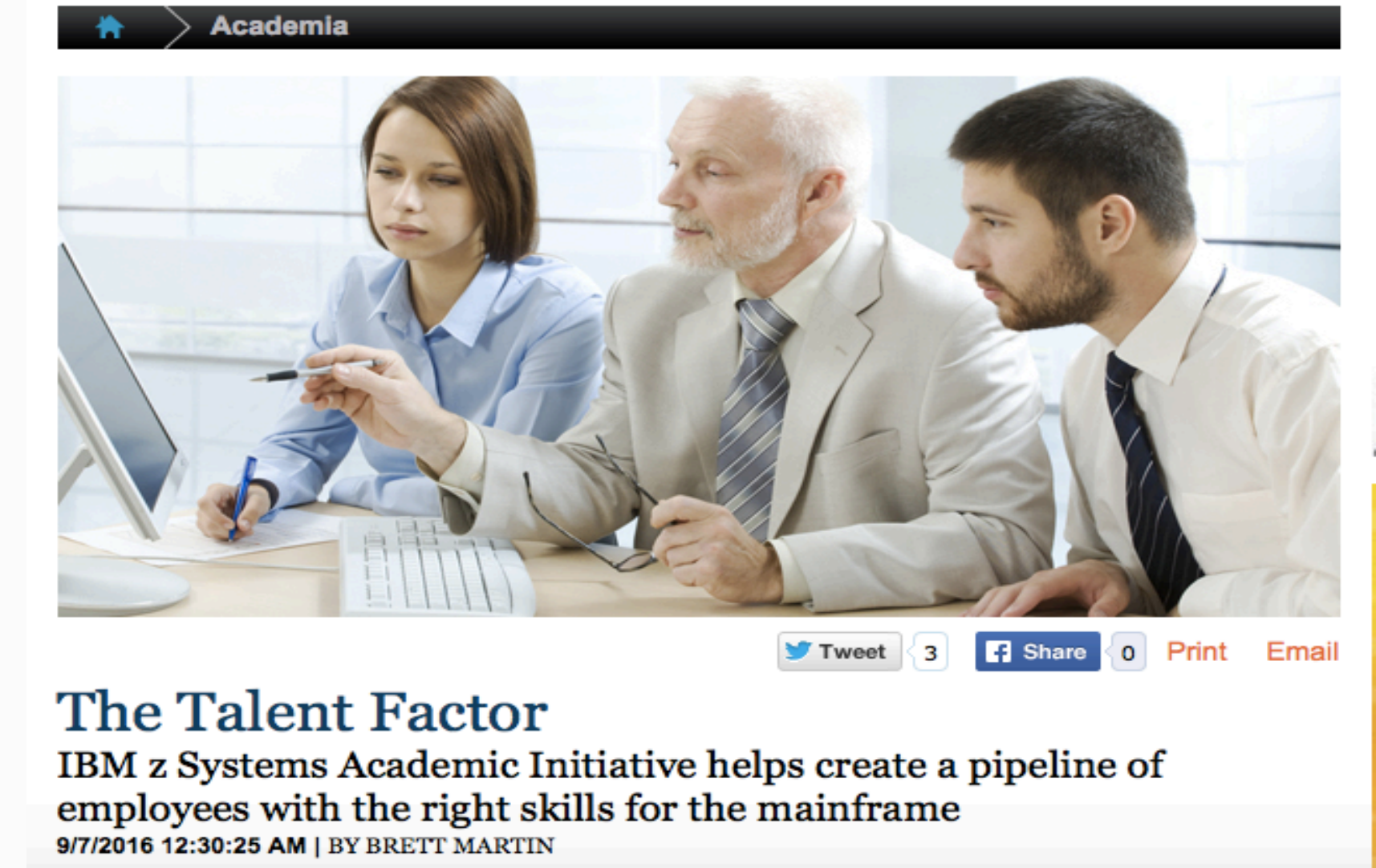
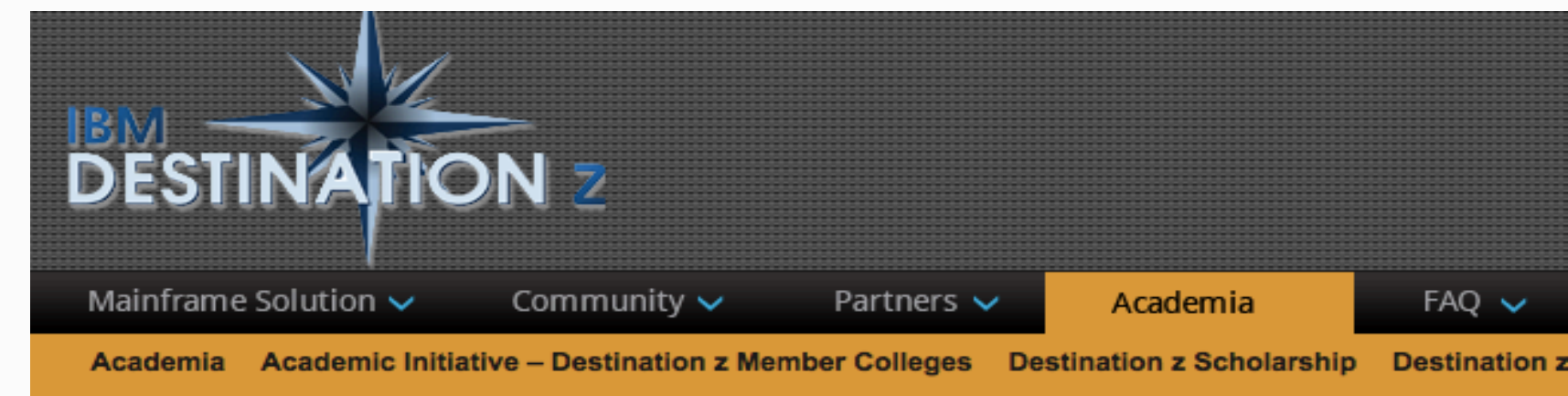
Network
Have fun
Build a
community

Visit [Gen z](#) to schedule your workshop!

Retain

Hear from Millennials making headlines,

beating the competition,



and...

Written in their own words



Kyle Beausoleil – Rocket Software

- [How to Reach Millennial Programmers](#)
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Come and hear the z/TPF millennials share their experiences and answer your questions today at 3:00 pm!



Holden O'Neal - SAS

- [Bringing new blood to the mainframe: A millennial's perspective](#)

Abinash Satapathy – Master the Mainframe Student

- [A College Student's Passion for Learning z/OS !](#)



THANK YOU

Questions or comments?

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