



3 Ways to Solve the Mainframe Skills Gap Problem

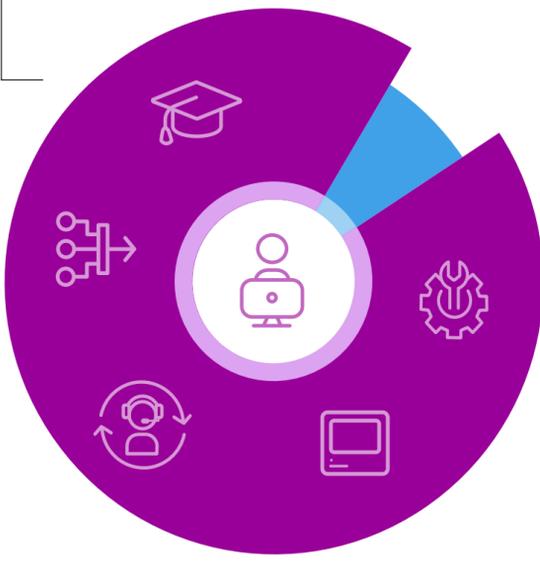
The mainframe continues to be an important part of IT infrastructure, with 67% of Fortune 100 companies relying on them. Rocket Software surveyed over 500 U.S. IT professionals in firms using mainframes to understand their priorities, challenges, and plans for leveraging their mainframes going forward.

The study uncovered that the need for talent is pervasive in the mainframe space. The industry is experiencing a loss of mainframe expertise due to an aging workforce coupled with younger developers' lack of desire to learn the complex and traditional z/OS interfaces and tools.

The mainframe has a skills gap problem.

93%

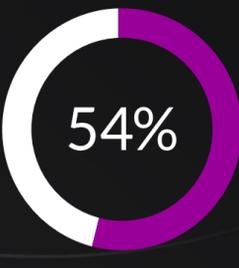
of respondents say they are experiencing a skills gap



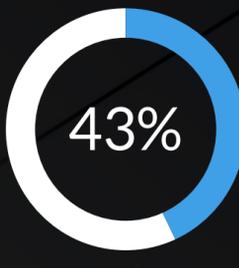
Businesses that use mainframe technology are experiencing a generational gap as new talent is increasingly difficult to find. At the same time, as many seasoned employees retire, they take their expertise with them, bringing new challenges to onboarding and training. This is coupled with the misguided perception that mainframe technology is outdated, which deters many new hires."

JEFF CHERRINGTON
Product Management, Infrastructure Modernization, Rocket Software

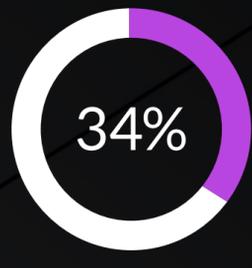
How are you addressing the mainframe skills gap?



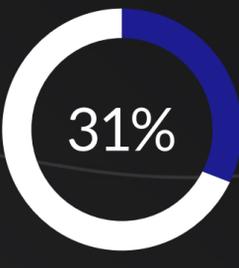
Modernizing systems



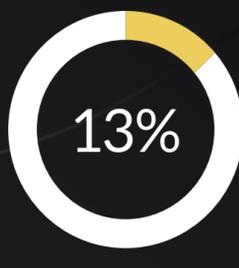
Mainframe-specific education and training



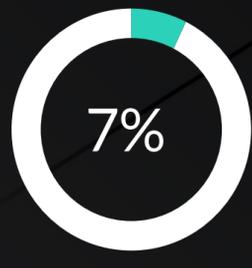
Eliminating the need to code in native languages by adding software layers and applications



Working with a third party to manage our systems, like an ISV or MSP



We have not addressed the skills gap



We don't have a mainframe skills gap



of respondents are not working to address the skills gap they're experiencing. When employees reach retirement age, these organizations may have difficulty training new hires if they don't maintain a pipeline of new talent.

Three tips that companies can use to highlight the opportunities available in the mainframe space.



01

Expand the candidate pool

While these recruits might not have all the skills yet, they have the potential to bring immense value to your company with the right support. Seek out people who are changing career paths or industries.



02

Market the importance of mainframe

When college candidates graduate, companies need to disseminate messaging that appeals to them, illustrating why the mainframe is an exciting technology with powerful, mission-critical capabilities while communicating opportunities for growth.



03

Create a flexible work environment

Organizations should tailor the workplace experience to the next generation of IT professionals, offering flexible working hours and the option to work remotely.

No matter where you are in your modernization journey, Rocket Software has the right expertise and solutions to get you to where you want to be. And if you're not sure where to begin, talk to one of our modernization experts to help get you moving in the right direction.

[Read the survey report](#)

[Talk to an expert](#)