Introduction

Herbert Daly

– Academic

– Enterprise Systems Enthusiast

– 101, 102, Skills & Learning, Executive streams
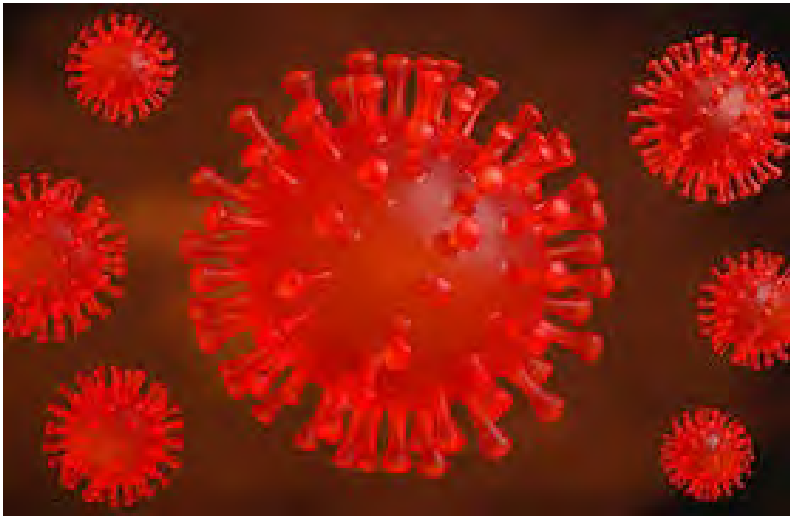
@hayloadpayload

The End

Why Recruitment?
Why Urgently?

- Mainframes: Bearers of Risk or Resilience?
- Priorities Shape Outcomes
- Help Wanted; Talent Available
- The Big Rethink

- **Make friends**
- **Act now!**

Covid-19

Recruitment? Are you kidding?

https://www.kimt.com/content/news/30-million-have-sought-US-unemployment-aid-since-virus-hit-570076721.html

https://www.alvarezandmarsal.com/insights/every-major-non-food-retailer-operating-negative-cashflow

https://www.theguardian.com/business/2020/apr/21/uk-furlough-scheme-unemployment-rise-coronavirus

- Mainframe 'Headcount' pressure
- Negative cashflow for all UK major non-food retailers
- 30 Million new unemployment registrations in the US
- UK Economy could shrink 13% in 2020 (Biggest fall in 300 years)
- '5 Million more Britons could be jobless by the end of May'

The Mainframe in a Crisis

- Busier than ever, exceeding expectations
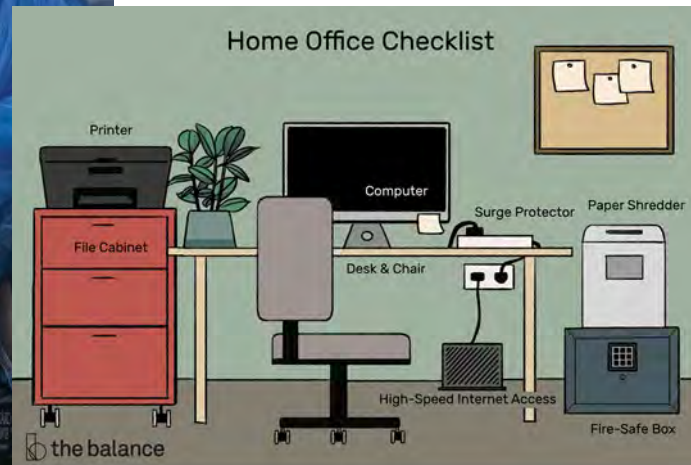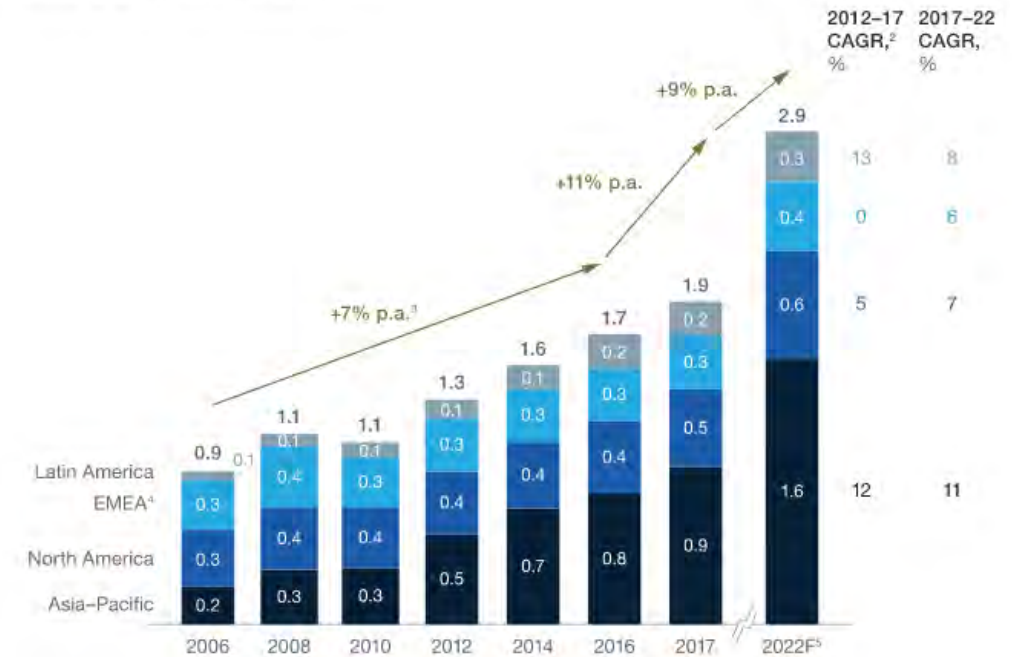- Processing online more payments

Global payments revenue, $ trillion

Image by Jo Zixuan Zhou © The Balance 2019

2020
COBOL
Crisis

Symbol: Co
Atomic mass: 58.933195 u

alcc.cl/images/2018/11/29/cobalt13.jpg

'Cobalt' (sic) anyone?

- "New Jersey, Gov. Phil Murphy has put out a call for volunteers who know how to code the decades-old computer programming language called COBOL" – Mispronounced as 'Cobalt'

- "There'll be lots of postmortems and one of them on our list will be how did we get here where we literally needed COBOL programmers?" New Jersey, Gov. Phil Murphy

- https://edition.cnn.com/2020/04/08/business/coronavirus-cobol-programmers-new-jersey-trnd/index.html

Mainframe Community Response

IBM and Open Mainframe Project Mobilize to Connect States with COBOL Skills

OPEN MAINFRAME PROJECT COMMUNITY FORUM

🔒 📌 **About the Calling all COBOL Programmers category**

■ Calling all COBOL Programmers

jmertic   2 ✏ 28d

Are you an experienced COBOL programmer interested in assisting agencies and employers needing additional COBOL skills as they respond to public needs during the COVID-19 pandemic? If you are interested in either volunteering your time or making yourself available for hiring, include the following information in your post:

- Name
- COBOL Experience: (Beginner, Intermediate, Expert)
- Location: (City, State, Country)
- Availability: (Part-time, Full-time)
- Availability Type: (Volunteer, Available to Hire)
- Link to LinkedIn profile (or other relevant job experience information)

Please make your post as a new topic with this category (i.e. don't reply to this topic 🙂)

71 ♡ 🔗

Introductory CO...
training materia...
Code tooling tha...
available now

...ity to close the ...kills gap

https://newsroom.ibm.com/2020-04-09-IBM-and-Open-Mainframe-Project-Mobilize-to-Connect-States-with-COBOL-Skills

# "Why unemployment sites crash but Netflix doesn't"

"The idea that new code is better than old is patently absurd. Old code has been used. It has been tested. Lots of bugs have been found, and they've been fixed." "Each of these bugs took weeks of real-world usage before they were found."

https://www.joelonsoftware.com/2000/04/06/things-you-should-never-do-part-i/

- Don't blame COBOL: Check your Webservers!
- https://www.wired.com/story/cant-file-unemployment-dont-blame-cobol/
- …but consider the narratives in the C Suite. TheVerge.com
- **https://www.youtube.com/watch?v=Ox_Wm6XQnxI**
- What seems most credible?
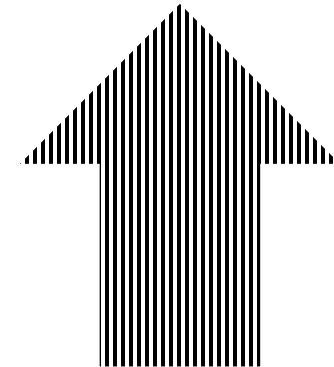
The Issue of Risk vs Resilience
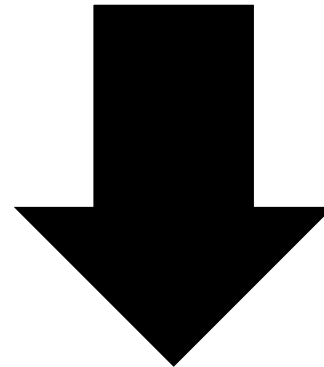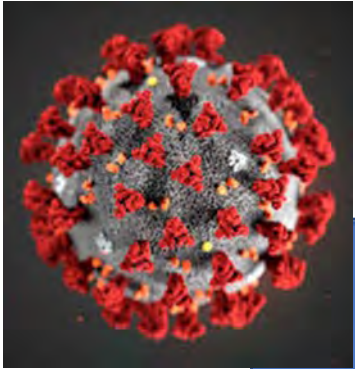
Technical Debt

Operational Risk

Themes and Priorities

- 1990s
  - Retreat and Repair (late 90's Bug Babies)
- 2000s
  - Migration off shore, near shore (Remote)
- 2010s
  - Lean. More with less. (On shore hybrids)
- 2020s
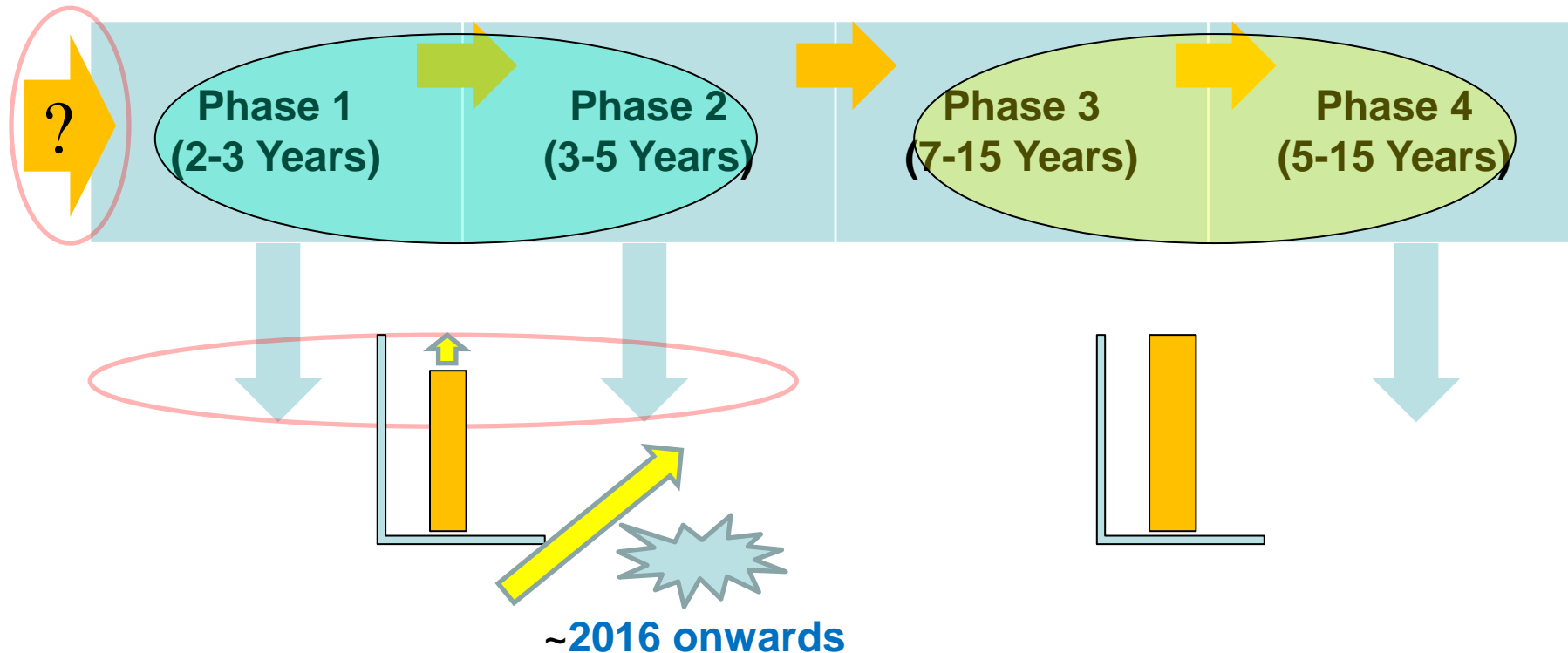 - Resilience? DevOps? Cloud? AI? Renewal? (New theme? – Multi-skill?)

Those who seize the initiative will define this!

Career structure (?)

- Not much real data available on population size
- Anecdotes, interviews, discussions, observation

Help Wanted; Talent Available

- *"**Class of 2020**, supported by Nuffield Foundation, finds that around 800,000 18-24-year-olds are expected to leave education this year, when – according to the Office for Budget Responsibility (OBR) scenario – unemployment is forecast to rise by 6 percentage points. This would be twice as large as the increase following the financial crisis."*

  https://www.fenews.co.uk/press-releases/46832-corona-crisis-could-increase-youth-unemployment-by-600-000-this-year-and-scar-young-people-s-prospects-for-far-longer
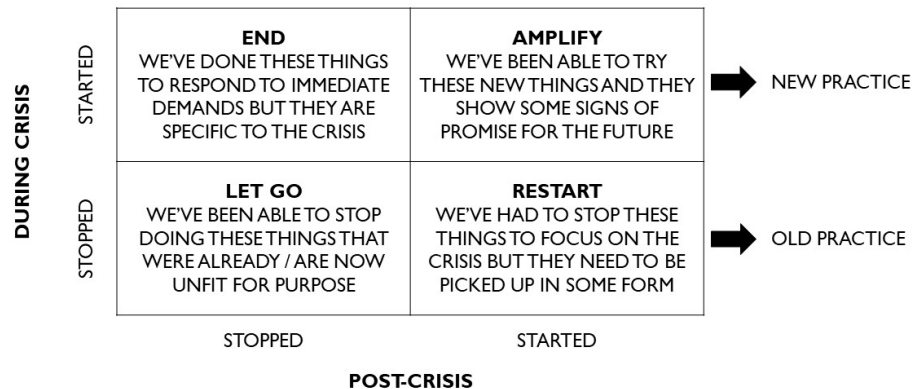
- **But new Talent is not just about 'Young' Talent**

The Big Rethink

RSA
21st century enlightenment

WHAT PRACTICE ARE WE SEEING IN COMMUNITIES, INSTITUTIONS, POLICIES?

Understanding crisis-response measures
Collective Sense-making

	STOPPED	STARTED	
DURING CRISIS STARTED	**END** WE'VE DONE THESE THINGS TO RESPOND TO IMMEDIATE DEMANDS BUT THEY ARE SPECIFIC TO THE CRISIS	**AMPLIFY** WE'VE BEEN ABLE TO TRY THESE NEW THINGS AND THEY SHOW SOME SIGNS OF PROMISE FOR THE FUTURE	→ NEW PRACTICE
DURING CRISIS STOPPED	**LET GO** WE'VE BEEN ABLE TO STOP DOING THESE THINGS THAT WERE ALREADY / ARE NOW UNFIT FOR PURPOSE	**RESTART** WE'VE HAD TO STOP THESE THINGS TO FOCUS ON THE CRISIS BUT THEY NEED TO BE PICKED UP IN SOME FORM	→ OLD PRACTICE
	STOPPED	STARTED	

POST-CRISIS

https://www.thersa.org/discover/publications-and-articles/rsa-blogs/2020/04/change-covid19-response

New priorities

- Resilient Supply Chains
- Pandemic outbreaks
- Weaker globalisation
- Risk Policy, Hiring Policy
- Debt vs Investment
- Proven remote learning/ remote working

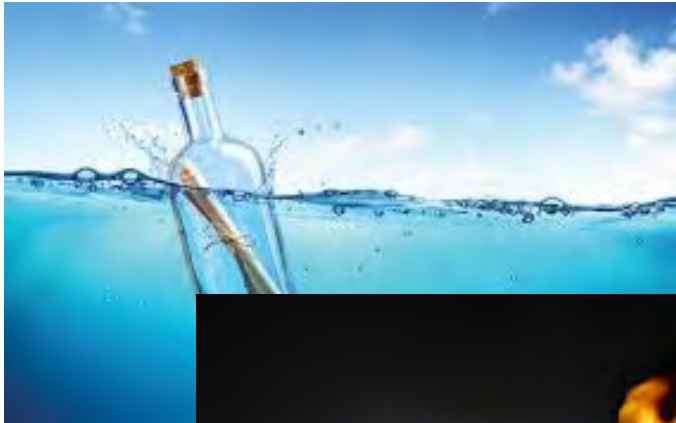- **Is 'Resilience' the new 'Security'?**

The Big Rethink

- **Mainframe success is a team game!**
- How to match your team to the new reality?

- New skills? Renewal? New practices?
- 'Mainframe Innovation'
- New workload ?

- Bridging (Transition)

The Conversation Will Not Wait for Us!

- **Understand the problem**
- **Pick a side**
- **Make your case**
- **Need to speak to the new priorities!**

- **Conversations will happen with or without us!**

Find Allies!

- **Build a coalition**
- Work on common interests
- Working groups, planning meetings
- Vertical and horizontal for success!
  - Engage HR and C Suite. They are your friends
- **Speak to the new priorities!**

Models for Renewal

- These are models, not solutions:
  - **Incremental (Agile)**
  - **Internal events**
  - **Professional meetings (Meetups, GSE)**
  - **Dual engagements**
- Work out what suits your situation
- Minimise cost of failure

Models for Renewal

- Talk to those with experience
- Talk to the professionals
  - **Recruiters**
  - **Trainers**
  - **University College Careers**
- Explore what works
- Avoid what doesn't
- Feedback to your team

Models for Renewal

- **Be open to new ideas**
- **Be open to new partnerships**
- **Understand, manage and share risk**

Virtual Internships

https://www.virtualinternships.com/

- Offer a chance for candidates to engage on line
- Tours
- Q&A
- Real world tasks remotely

IBM Master the Mainframe Event

Master the Mainframe: Enterprise Computing Activity Day

4 Sessions Nov-Dec 2019
8-12 MaSS Student mentors
25-30 pupils per session

- **Why mainframes run the world**
- **Master the Mainframe (Hands-On)**
- **Lunch**
- **Design a new large system**
- **Pitches**
- **Feedback & Prizes**

Mentoring

Mainframe Community

Interesting new perspectives and even more enthusiasm
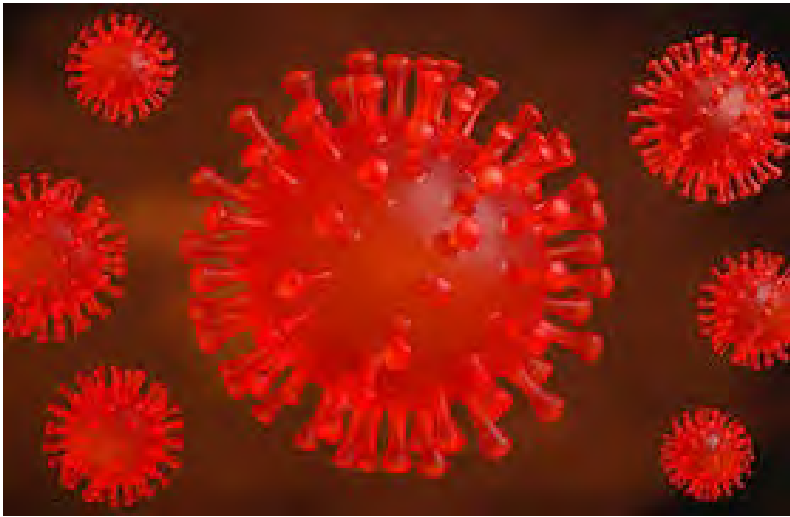
Knowledge Enthusiasm

The End

Covid-19

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