The mainframe has a skills gap problem.

93% of respondents say they are majorly stressing 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 This is coupled with the misguided perception that mainframe technology is outdated, which deters many new hires.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

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**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.

93% of respondents say they are experiencing a skills gap.

**How are you addressing the mainframe skills gap?**

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>54%</td>
<td>Modernizing systems</td>
</tr>
<tr>
<td>43%</td>
<td>Mainframe-specific education and training</td>
</tr>
<tr>
<td>34%</td>
<td>Eliminating the need to code in native languages by adding software layers and applications</td>
</tr>
<tr>
<td>31%</td>
<td>Working with a third party to manage our systems, like an ISV or MSP</td>
</tr>
<tr>
<td>13%</td>
<td>We haven’t addressed the skills gap</td>
</tr>
<tr>
<td>7%</td>
<td>We don’t have a mainframe skills gap</td>
</tr>
</tbody>
</table>

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

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.

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1. **Expand the candidate pool**
   - Tailor your recruitment process to reach the skills gap, using the right talent to be hired, and targeting candidates with the potential to be successful in their right position. Connect people who are transitioning careers or changing sectors with opportunities in your right corner.

2. **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.

3. **Create a flexible work environment**
   - Organizations must tailor the workplace experience to the next generation of IT professionals, offering flexible working hours and the option to work remotely.

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**Read the survey report**
**Talk to an expert**