

DevOps Trends: Attracting New Talent and Driving Developer Productivity

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Abstract

As mainframe practitioners retire, business continuity concerns have made attracting new talent to z/OS application development more important than ever. During this session our team will share what we've seen customers doing to address these concerns. We'll share the priorities, how they are accomplishing their goals and the pros and cons of each approach.



Forrester Mainframe Application Developers Study



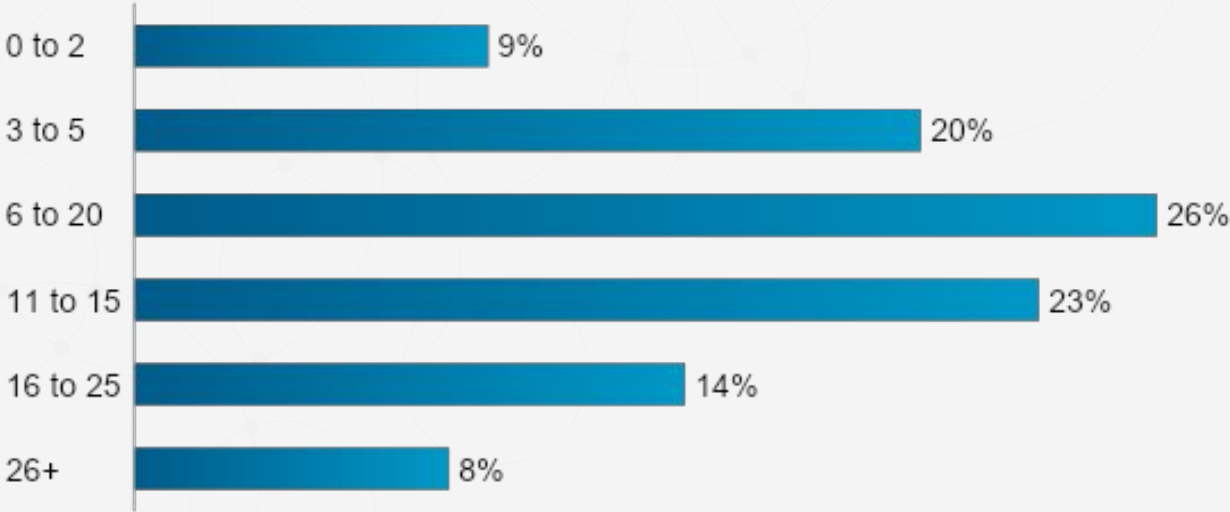
Download Report: mainframe.broadcom.com/devops/devsurvey



838

z/OS application developers participated in the survey

Mainframe Experience (years)



Findings

Benchmarks in 25% range

Experience Tipping Point

56%

have
professional
experience on
other platforms



#1

productivity
barrier:
Outdated tools &
frameworks

Limited Time Spent Coding

More time spent

coding

than any other
activity



It's only

16%

of their time.

Comprehension is Difficult

1 in 3 say their

average

app is > 5M LoC



3+ days

to understand where to
make code changes



Study Recommendations



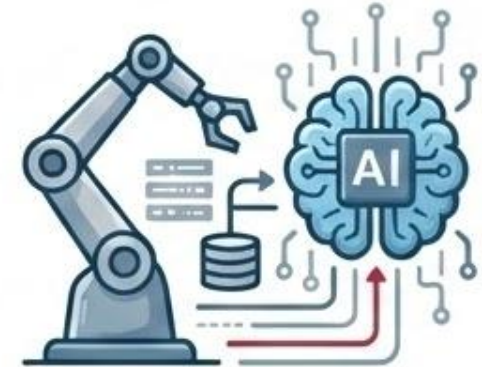
Prioritize the **z Developer Experience**

Enhance productivity with modern tools.



Adopt **hybrid development tools and practices**

Seamlessly integrate across platforms.



Automate while staying **connected** to key **AI initiatives**

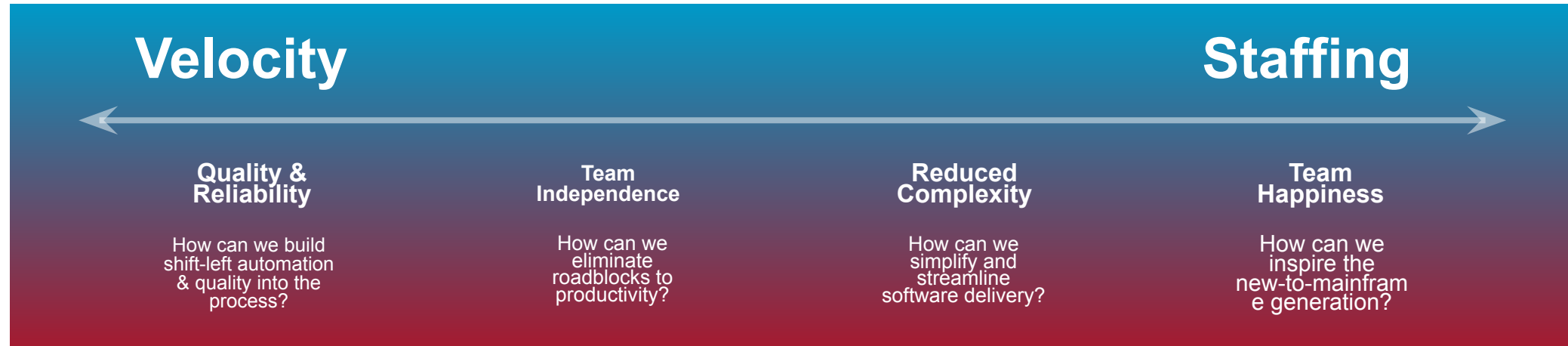
Drive efficiency with intelligent workflows.



How Organizations Are Evolving their AppDev Practices

Common Goals

- Make next-gen Mainframe staff recruitment easier
- Improve Agility / Velocity
- Support GenAI Code Assistant Adoption
- Adopt a single enterprise toolset
- Compliance with company standards



Prioritize the Developer Experience

- Adopt Modern IDE with integration to traditional SCM
- Traditional developers stay in ISPF
- Builds and lifecycle automation as-is
- **Often a foundational step to leveraging GenAI Code Assistants**



Michelle
Next Gen z Developer



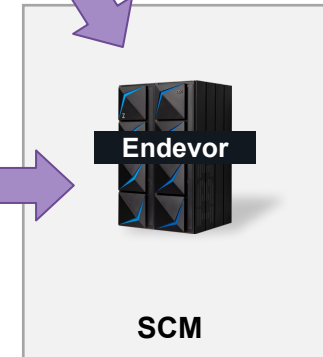
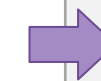
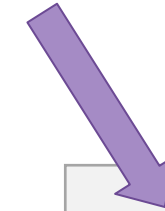

Visual Studio Code



Rob
Traditional 3270 Developer

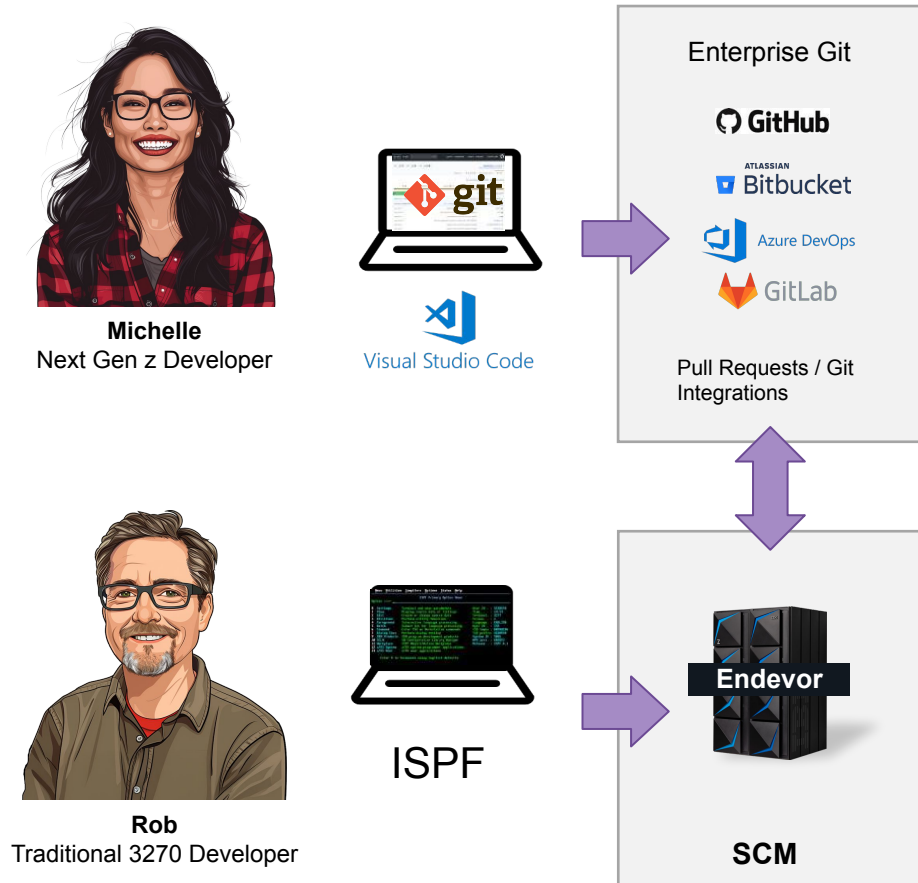


ISPF



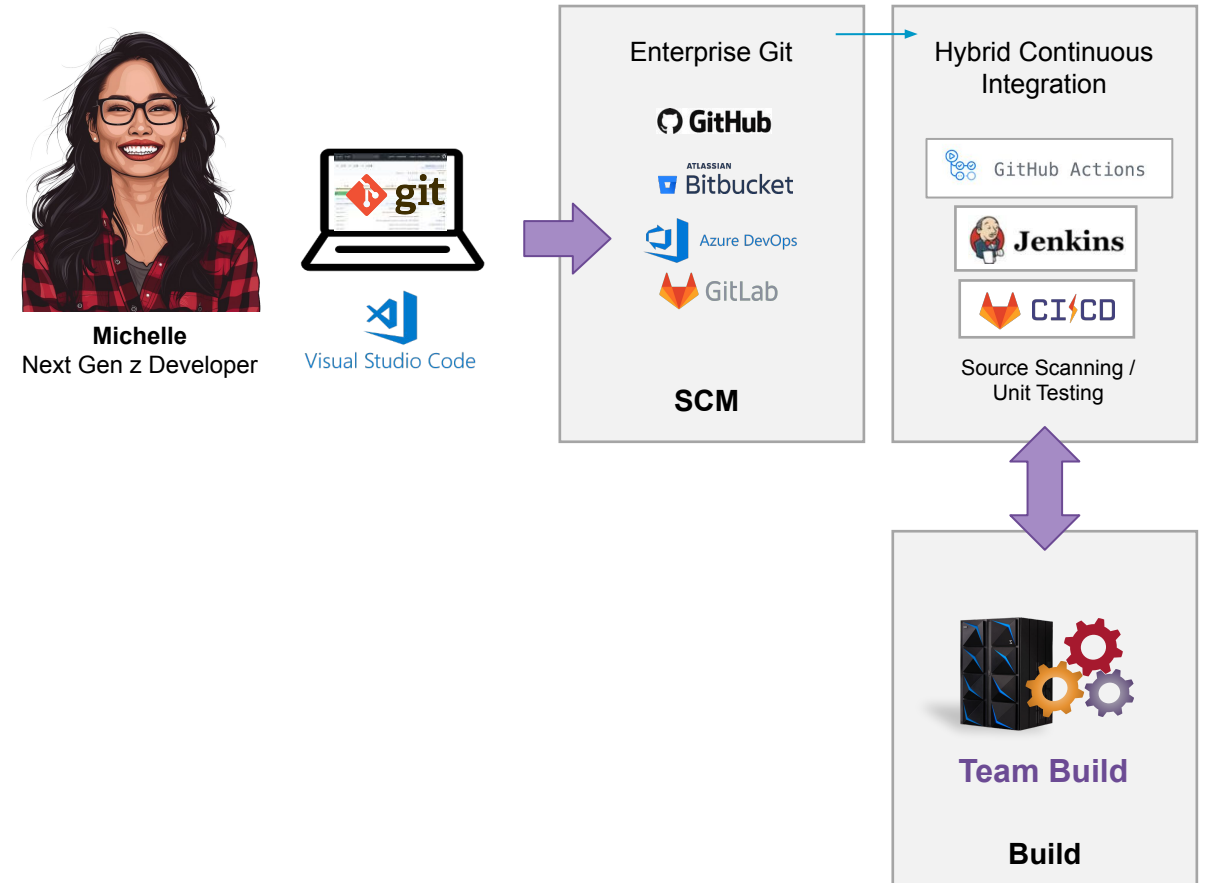
Gradual Git Adoption

- Create Git mirror
- Next-gen developers use modern IDE with Git integration, such as open source VS Code + Code4z
- Traditional developers stay in ISPF
- Lifecycle automation stays in Traditional tool



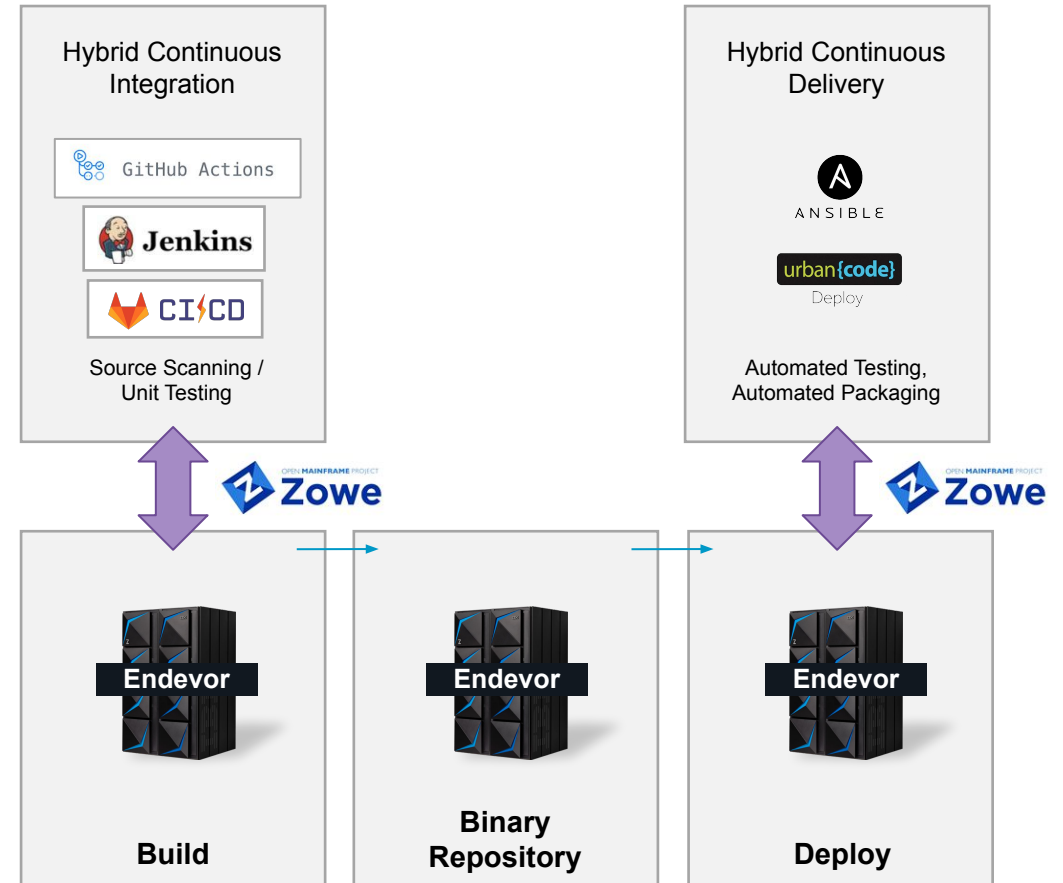
Going Git-Native

- Pilot an application to fully convert to Git
- Export code and build using Decoupled Mainframe build tool
 - Git mirror for shared code / dependencies in Git
- Add build back to traditional SCM for deployment / code promotion



Augmenting Pipelines

- Create Git Mirror or use Zowe to fetch code to off host machine
- Webhooks or Polling to trigger sidecar pipelines
 - Code scans
 - Automated tests
 - Automate code promotion



Common Pitfalls

Common Pitfalls



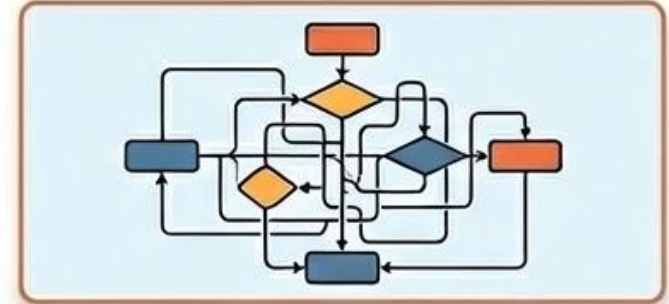
Boiling the ocean

Attempting to do too much at once.



Forcing adoption / culture change

Resistance to new methods.



Starting with the most complex application / use case

Overwhelming complexity early on.



Choosing the wrong branching strategy / emulating traditional VCS lifecycles in Git

Inefficient workflows



Not being able to show ROI along the way

Lack of demonstrated value



Not having clear goals

Ambiguous direction



Case Study: Fiserv

Doug Grover, Fiserv

Brian Jagos, Broadcom

Case Study: Fiserv



Background



The Journey



Our Goals

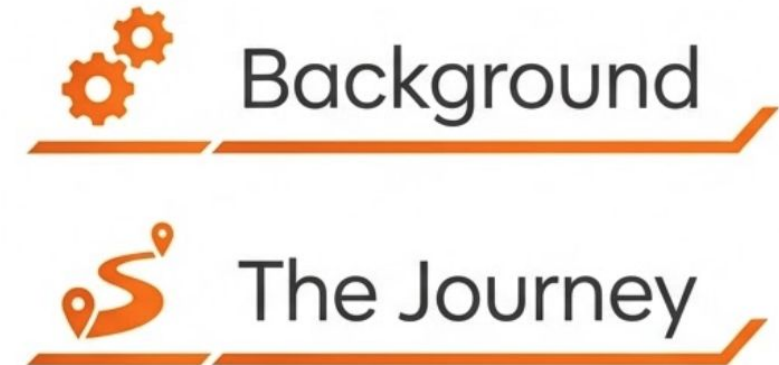


Challenges along the way



Background & Journey

- Background
- Java Detour
- Return to Mainframe
- First Step Towards Modernization
- Move to Infrastructure
- Development of the Current Plan



Our Goals

- Productivity
- Standardization
- Security



Challenges Along the Way

- Struggles
 - Adoption
 - Organization structure
 - Implementation
 - Demand
- Retrospective



Questions?

Technical Education Direct from the Experts

In-Person

European MTE
Prague, Czech Republic
Apr. 21-23, 2026

Virtual

Virtual MTE
Held Virtually
June 23-25, 2026

In-Person

North American MTE
Plano, TX
Oct. 20-22, 2026

Join a Mainframe Technical Exchange

- Network with peers and Mainframe technical experts
- Participate in technical how-to sessions and hands-on workshops, hear product updates, provide feedback
- No registration fee!



"The event covered all the relevant topics, and the content was amazing. The hands-on experience was also a good way to get actual experience with the tools."

Senthil Mathur, Manager, Accenture



Your feedback is important!

Submit a session evaluation for each session you attend:

www.share.org/evaluation



Thank You

