

Attracting New Talent and Driving Developer Productivity

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Brian Jagos, Technical Consultant, Broadcom
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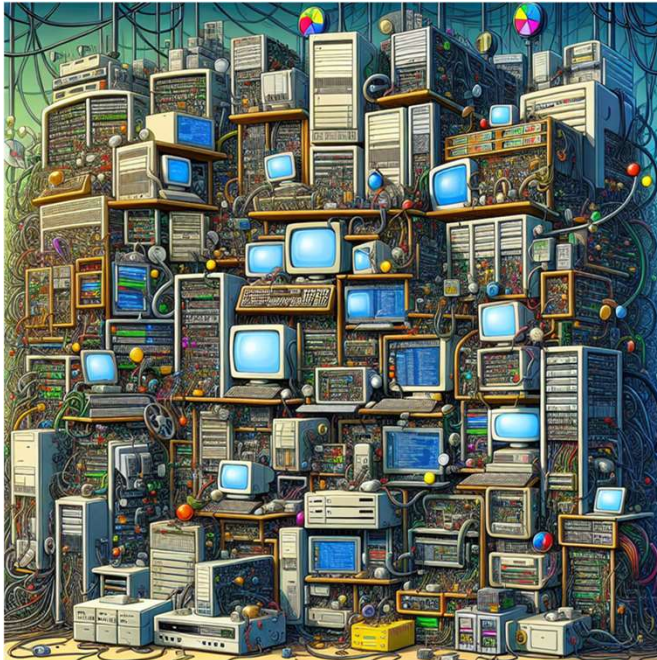
August 2026

Summary

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 speakers will share what Sunlife has been doing to address these concerns. We'll share our priorities, how we are accomplishing our goals, and the challenges we experienced along the way.



What is modernization?



- In the context of technology, "modernization" refers to the process of updating an organization's IT infrastructure, systems, and practices to align with current technological standards, allowing businesses to stay competitive in the evolving digital landscape.
- Focusing on efficiency, innovation, and improved user experiences through technology

Why modernize?



Sun Life has weathered over 150 years of change, does so by evolving its technology stack, meeting the demands of each era.

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1865

Matthew Hamilton Gault, Founder



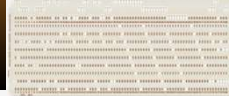
1876

The telephone invented



1880s

Punch card



1953

IBM Model 701



1969

First to land on the moon



1974

First Personal Computer



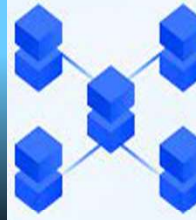
1984

First cellphone



2009

Blockchain



2022

ChatGPT



2025

IBM z17



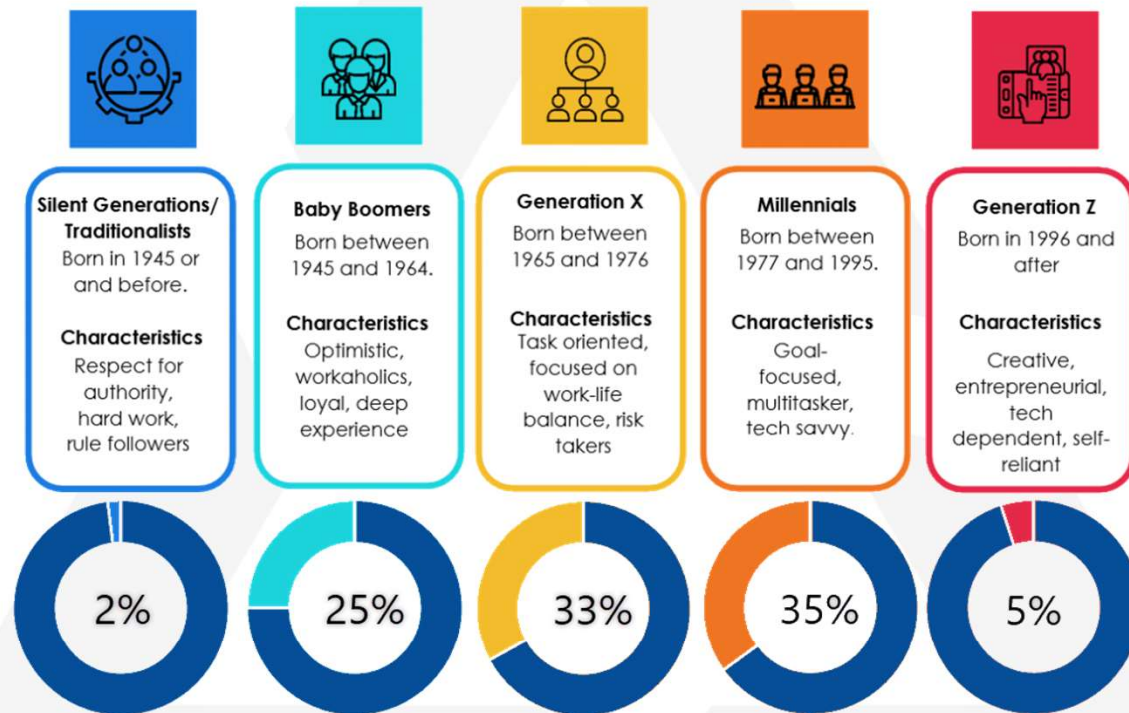
Why modernize?

- Improved Performance and Scalability
- Evolving Business Needs
- Cost Optimization
- Enhanced Agility and Innovation
- **Attracting and Retaining Talent**



1865 Matthew Hamilton Gault, Founder 	1876 The telephone invented 1880s Punch card	1953 IBM Model 701 1969 First to land on the moon	1974 First Personal Computer 1984 First cellphone	2009 Blockchain	2022 ChatGPT	2025 IBM z17
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Multigenerational Workforce



Multigenerational Workforce



Modernize for your future

“it’s not an issue about the availability of mainframe skills;

it’s about companies being ready to invest in recruiting and creating the right environment for young technologists.”

- John McKenny, BMC Software



Modernize for your future



 The Globe and Mail

Opinion: Mainframes, the back-end computers supporting everyday life, are facing a looming crisis

Farhaz Thobani is the president of Kyndryl Canada. Kyndryl is an international IT infrastructure services provider. The mainframe is the...

Jul 16, 2024



 CIO Dive

As mainframes turn 60, skill gaps threaten the enterprise workforce

As mainframes turn 60, skill gaps threaten the enterprise workforce. "Great technology doesn't really go away — it finds the niche that it was..."

Apr 5, 2024



Why are we working on unsupportable systems?

Modernize for ~~your~~ their future



- Investing in modernization, future-proofs our technology
- Align to the fresh talent shaping what's next



IBM Mainframe Skills Council brings the global community together to grow mainframe talent

IBM's mainframe skills programs are intended to provide an opportunity for everyone—from beginners to experts.

May 6, 2024



Attracting and retaining talent



Attracting and retaining talent

“There is this stigma that the mainframe is not cool, it’s not sexy, it’s not hungry skills for the future.”

- Jen Corio, BMC Software



Attracting and retaining talent

- Commit to education in technology
- Exploit existing technology stack
- Modernize technology stack
- Keep technology up to date
 - Latest patches
 - Vulnerabilities
- Mentorship programs



Attracting and retaining talent

- New grads are Tech-savvy & AI-driven
- Adapt methodologies for them
- Bring education to the forefront
 - BMC NextGen
 - Broadcom Vitality
 - IBM Z Mainframe Skills Depot



PLEASE



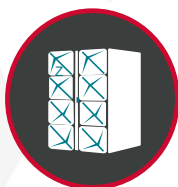
Broadcom Vitality Program



Partnering together, cultivate the next generation of mainframe talent

- Innovative multi-step **skills development program** enables you to **attract, grow and retain talent** at low-to-no cost
- Upskill **existing** employees or send your **new hires** through the program
- **Broadcom initially hires** the candidates and then we train them to become **YOUR Mainframe experts**.

Mainframe Academy



ASE Training



Product-level Training



Assign Mentors



Residency



12 MONTH TIMELINE

Broadcom hires, trains, mentors, and financially supports the student for up to a year. We do this so that you can hire them into your company.

Attracting and retaining talent

Mainframe Career Depot

- Share your open roles with a pool of talent
- Reach badged jobseekers who are actively looking for opportunities
- Promote your company and talent needs
- IBM Z Global Skills Accelerator Program



Where to start your modernization journey



Where to start your modernization journey

Your IT Modernization Journey

- Manual processes
- Report automation
- Automate reactive analysis
- IVP test scripts
- Daily charts & system metrics



Where to start your modernization journey

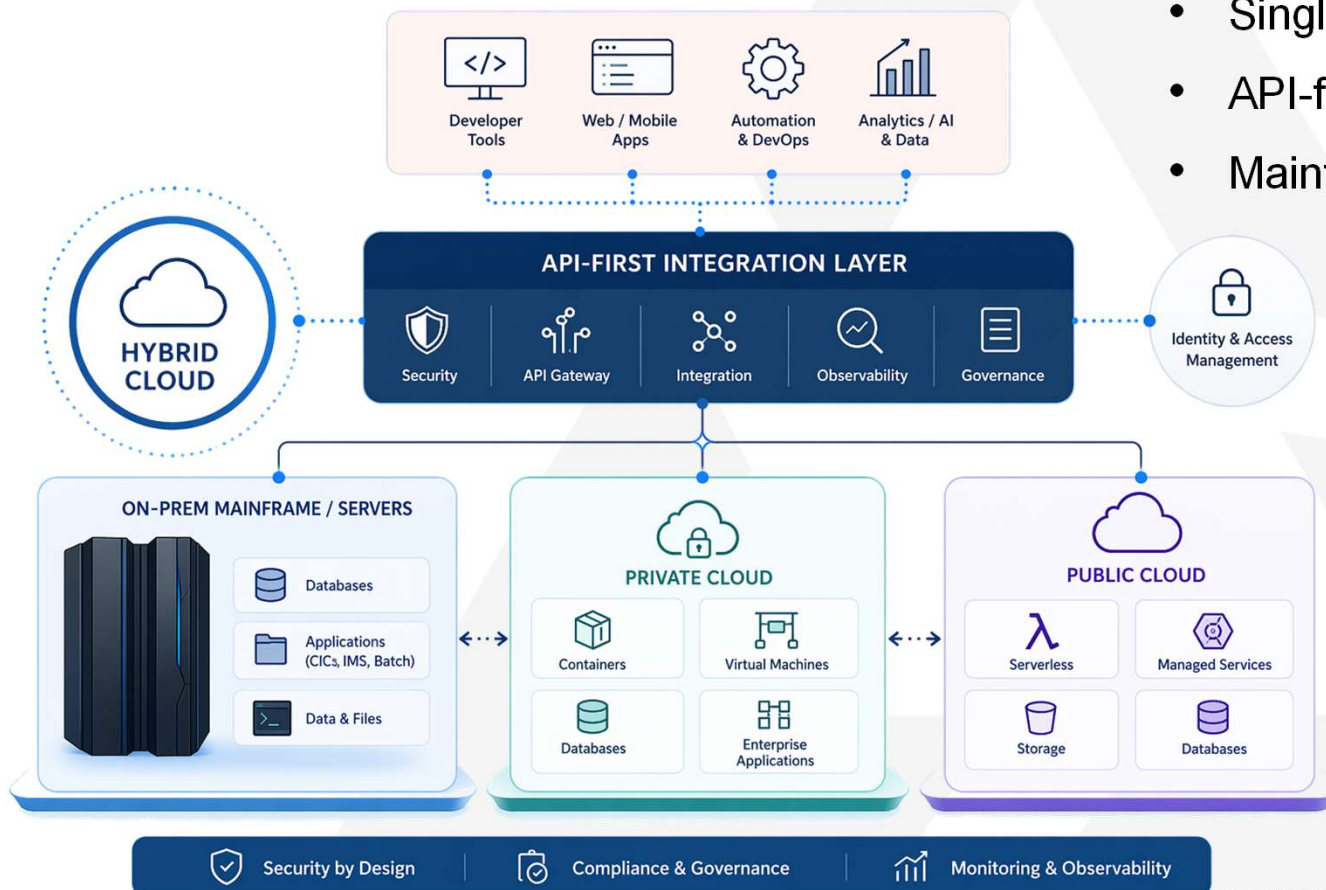
Streamline for consistency

- Map current processes
- Simplify & standardize
- Enhance communication & collaboration
- Invest in (automation) tooling
- Adopt a mindset of continual change & growth



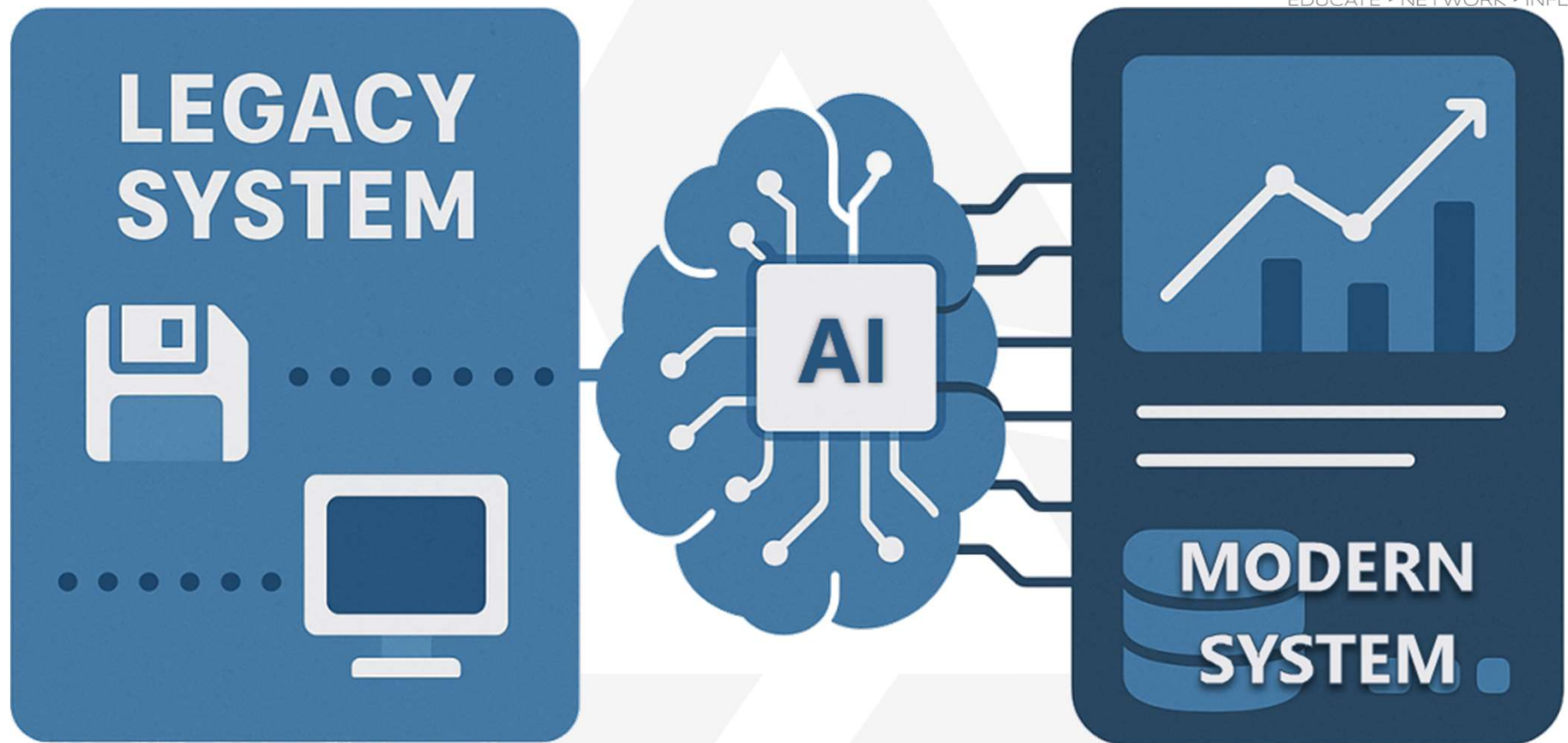
Hybrid Cloud: a unified approach

- Single operating model across platforms
- API-first integration is the bridge
- Mainframe stays system of record

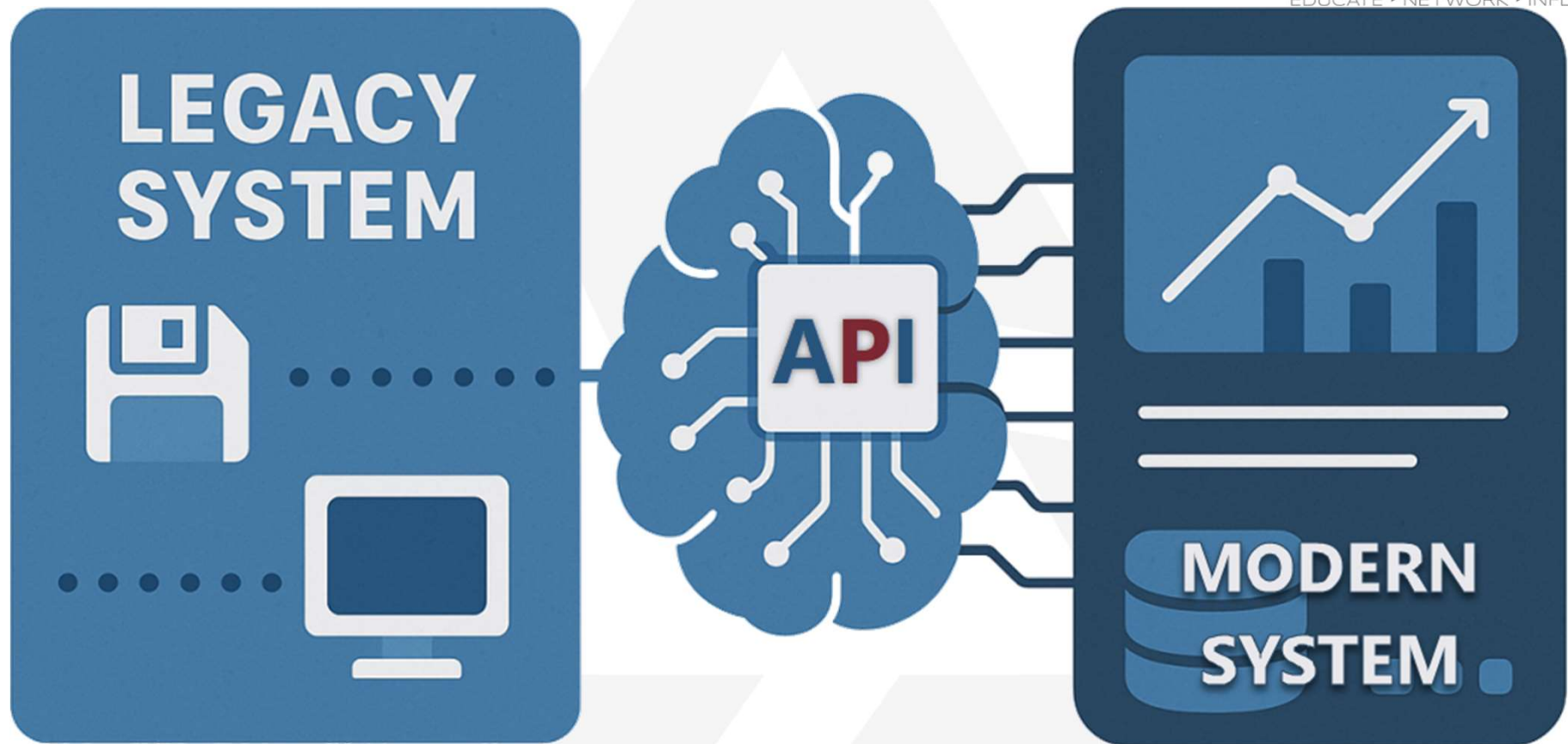


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Modernization of a legacy system



Modernization of a legacy system



APIs: The Foundation of Platform Integration

- Consistent communication model
- Industry standard
- Recently adopted by mainframe vendors



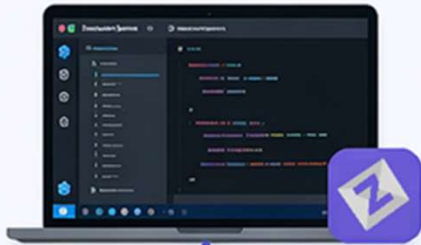


OPEN **MAINFRAME** PROJECT

Zowe

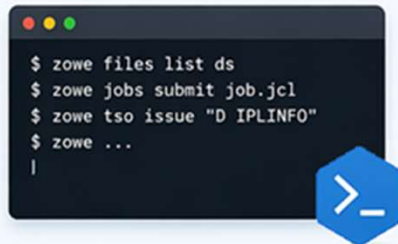
Zowe Explorer

VS Code Extension



Zowe CLI

Command Line Interface



Zowe Desktop

Integrated User Experience



API Mediation Layer (API ML)

Secure • Discoverable • Consistent



Gateway

Single secure entry point



Discovery Service

Automatically discovers services and their status



API Catalog

Access to services and documentation

z/OS & Mainframe Services



Data Sets



Jobs (JCL)



TSO / Console



z/OSMF Services



CICS



Db2



MQ



Other Services



Consistent Access



Dynamic Discovery



Presentation of Services



Encrypted Communication





Zowe CLI Plugins

IBM

CICS

Db2

MQ

FTP

@zowe/cics-for-zowe-cli

@zowe/db2-for-zowe-cli

@zowe/mq-for-zowe-cli

@zowe/zos-ftp-for-zowe-cli

Broadcom

CA-7

DBM for Db2

Endevor Bridge for Git:

Endevor:

File Master Plus:

IDMS:

JCLCheck:

MAT:

MAT:

OM Spool:

OM View:

OPS/MVS:

SYSVIEW:

@broadcom/ca7-for-zowe-cli

@broadcom/dbm-db2-for-zowe-cli

@broadcom/endevor-bridge-for-git-for-zowe-cli

@broadcom/endevor-for-zowe-cli

@broadcom/file-master-plus-for-zowe-cli

@broadcom/idms-for-zowe-cli

@broadcom/jclcheck-for-zowe-cli

@broadcom/mat-analyze-for-zowe-cli

@broadcom/mat-detect-for-zowe-cli

@broadcom/om-spool-for-zowe-cli

@broadcom/caview-for-zowe-cli

@broadcom/ops-for-zowe-cli

@broadcom/sysview-for-zowe-cli

Streamlined DevX: Code4z

The Experience Developers LOVE



Git Ready

Endevor & Zowe Explorers

Extension Library

Script Libraries (e.g., NPM)

Monolith Navigation

20 Million VS Code Users!

Desktop or Browser

Terminal Commands w/ Zowe CLI Plug-ins

Intellisense, etc. w/ z languages

Eliminates slow paging; jump anywhere

Code4z

Handling the “Inner loop”

Access



Zowe
Explorer



Explorer
for
Endeavor



Data
Editor for
Mainframe

Analyze



Code4z
Static
Analysis



COBOL
Control
Flow



Code4z
Endeavor
MCP

Edit



PL/I



COBOL



HLASM



JCL



Easytrieve



Rexx



COBOL
for IDMS

Database Access



DBM-Db2
Schema
Management

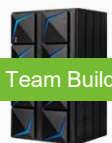


Database
API
Generator

Build



Endeavor



Team Build

Testing and Diagnostics



Debugger



Abend
Analyzer



JCL
Check

Integrations

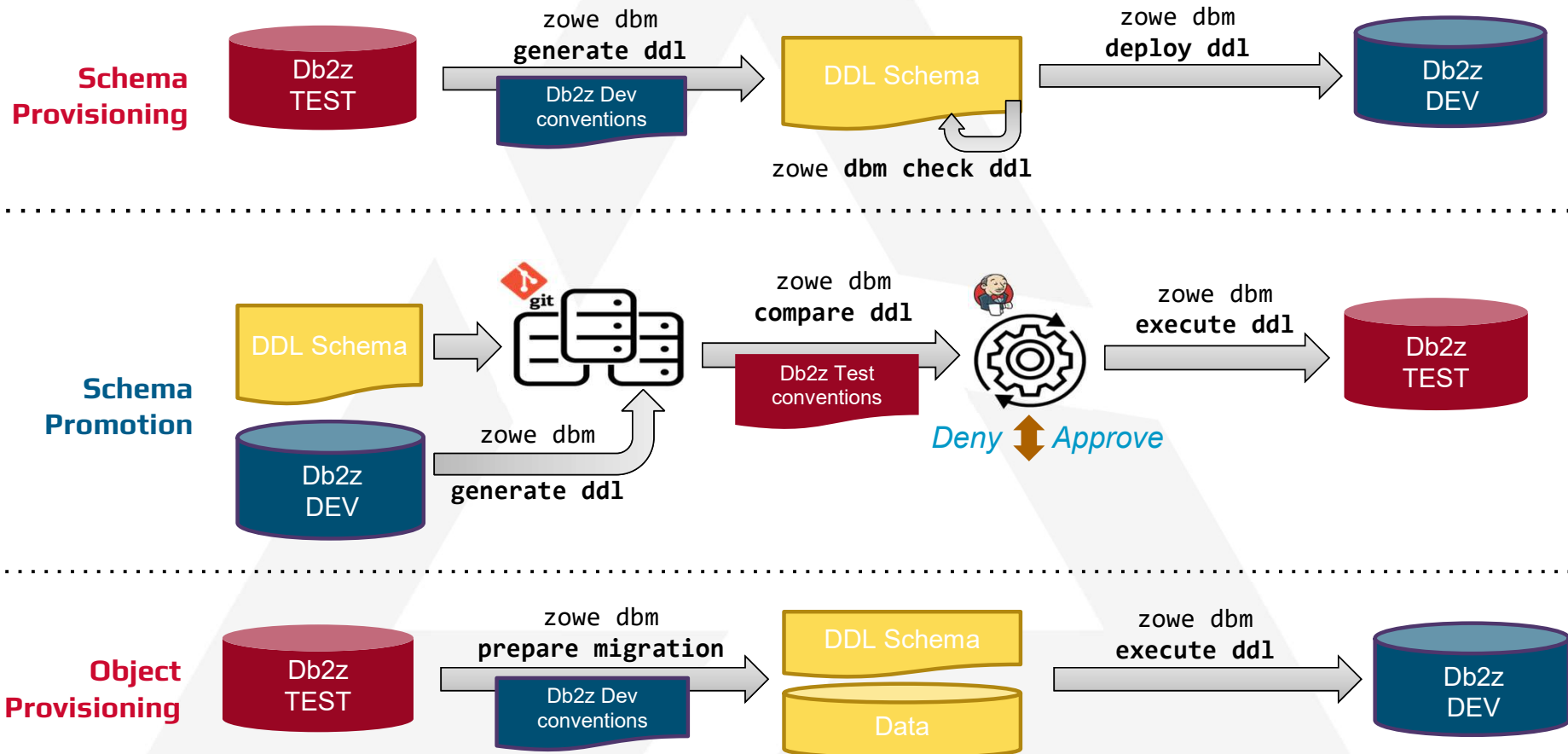


Hostbridge

Case Study: Db2 Schema Management



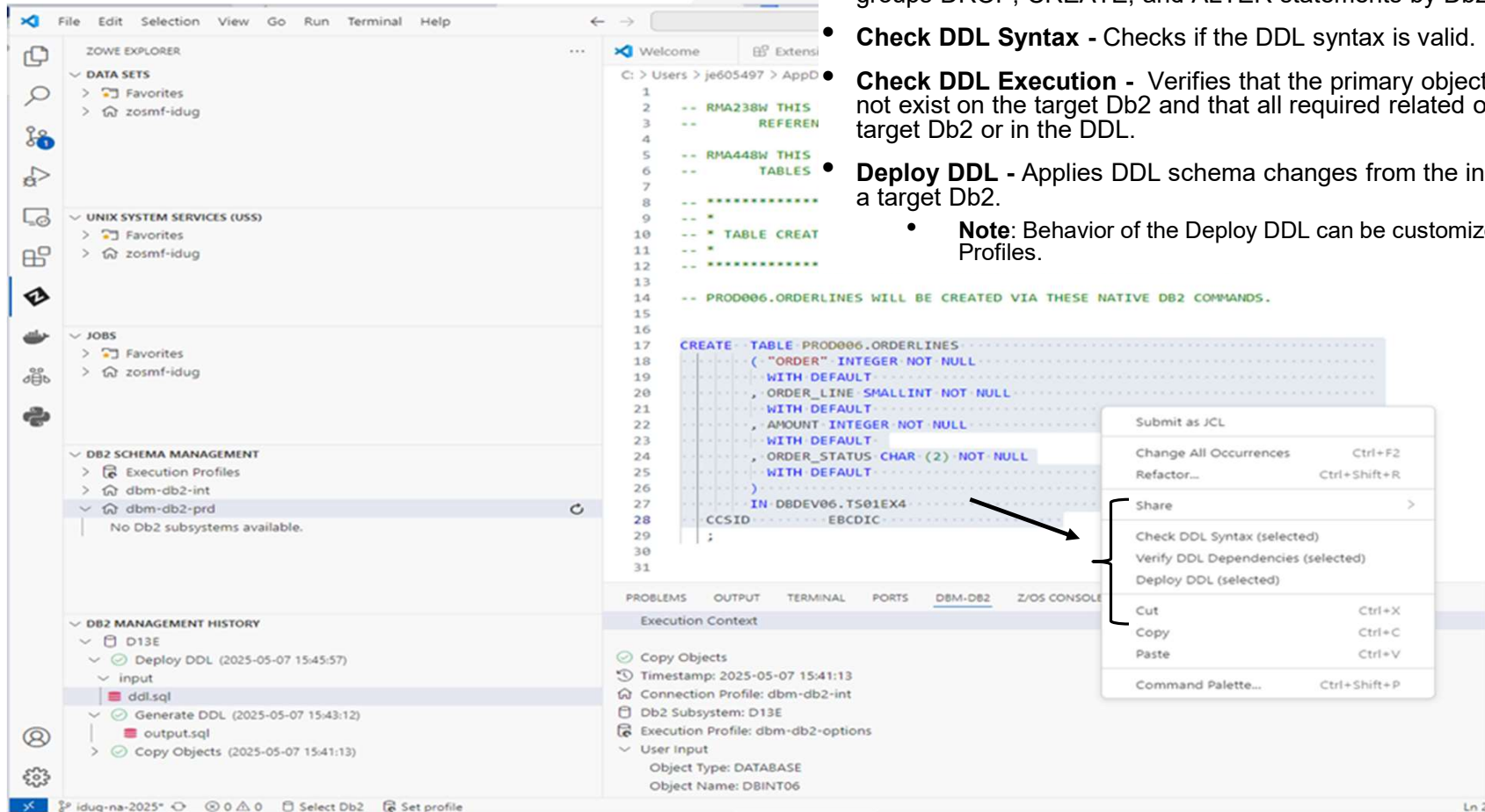
Automation Scenarios with DBM-Db2 CLI



DBM-Db2 extension features

Context commands are available for execution against an SQL file listed in Explorer or opened in the Editor:

- **Analyze DDL** - Analyzes the SQL DDL file and displays an analysis view that groups DROP, CREATE, and ALTER statements by Db2 object type.
- **Check DDL Syntax** - Checks if the DDL syntax is valid.
- **Check DDL Execution** - Verifies that the primary objects to be created do not exist on the target Db2 and that all required related objects exist on the target Db2 or in the DDL.
- **Deploy DDL** - Applies DDL schema changes from the input file to objects on a target Db2.
 - **Note:** Behavior of the Deploy DDL can be customized using Execution Profiles.





QUESTIONS?

Join Our Hands-On Workshops at SHARE

AI and App Understanding at your fingertips — bring your laptop!

Featured Lab

BYOD Lab: Code4z End-to-End AI-Powered DevX

Dive into an immersive, hands-on developer experience powered by next-generation AI and application understanding.

`laptop_mac` Bring Your Own Device



`calendar_today`

When

Wednesday, August 19, 2026

Whole day: 8:00 AM – 4:45 PM

`place`

Where

The Westin Pittsburgh hotel

Room 321

`bolt`

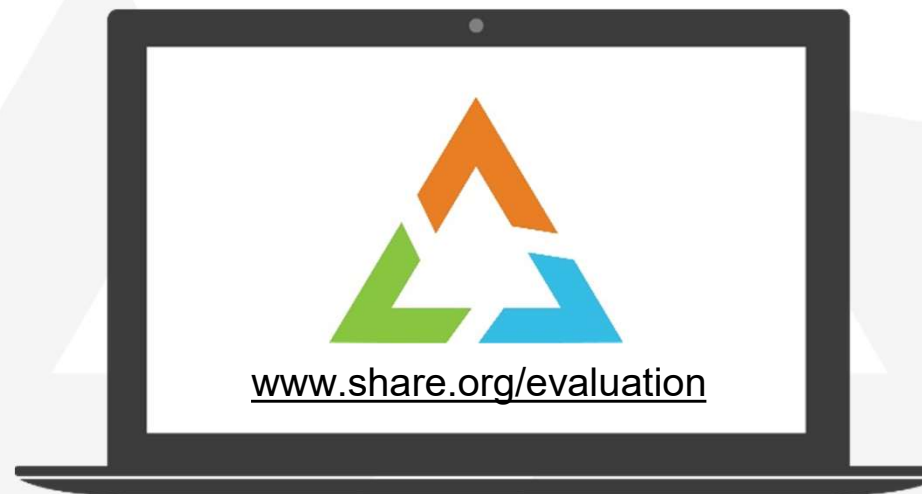
No installation required!

All you need is a standard web browser.

Your feedback is important!

Submit a session evaluation for each session you attend:

www.share.org/evaluation





THANK YOU