Laura A. Ubelhor – Consultech Services, Inc.
lubelhor@consultechservicesinc.com

The Next Generation on IBM i

Laura A. Ubelhor Consultech Services, Inc.

IBM Technical Consultant, Developer / IBM i Advocate, Volunteer and Education Enthusiast

President of SEMIUG

Secretary of Common Education Foundation

IBM i Business Partner Specializing in Application Development and Support

Owner and operator of Consultech Services, Inc. since 1992

Author of IBM articles and books

IBM Champion

Contact: lubelhor@consultechservicesinc.com
Phone 248-628-6800

The Next Generation on IBM i

TALENT ACQUISITION RESOURCE FOR THE FUTURE

- Many organizations face the need to fill positions
- Looking to acquire new resource to fulfill IT support requirements
- Pool of seasoned experienced resource isn't as large as it once was
- Evolution of platform has changed the skill requirements
- Placing an ad isn't always the most effective method to fill positions
- Where do you turn?

Finding Solutions to fill resource need

- **Organizations can and are finding solutions**
- **Misconception there aren't resource to fill positions**
- **There are fresh faces ready and eager**
- **So where and how do you find fresh faces?**

Option for finding resource

- **Local user groups connecting community with resource**
- **Connecting with Colleges**
- **CEF (COMMON Education Foundation)**
- **Mentor young or new IT resource**
- **Training**
- **Recruiting within from other departments**
- **Consulting and Outsourcing**
- **Cloud**
- **Connecting with IBM i Academic Initiative**
- **Job boards and recruiters**
- **Training focused for new resource**
- **IBM i Fresh Faces**
- **Reach out to others – don't reinvent the wheel**

By no means "all inclusive".

Local User Groups

- Local User Group in Your Area

SEMIUG www.semiug.org
WMSUG http://www.wmsug.net/home.html
Midrange Meet Up Grand Rapids

- Connect community with local schools and students
- Student activities and competitions
- Annual conference events featuring students
- Post and share job information
- Groups outside of your area

Local User Groups

Southeast Michigan IBM i User Group

- Reach out to board members
- Sign up for notifications
- Join as a member
- Participate in group student activities
- Encourage student activities and competitions
- Engage with other group members
- SEMIUG an WMSUG connect with local colleges
- Request to have job posted on group site and/or featured in group correspondence
- Sponsor students

Local User Groups

MITEC Annual Conference Event

Sponsored by SEMIUG and WMSUG

- www.gomitec.com
- Students participate and are featured at the event
- This year Thursday July 14, 2018
- Features student meet and greet
- Great results to date connecting students with jobs and organizations with resource
- Individuals looking for opportunities attend
- Opportunity to converse with organizations in your area
- Sponsor a student(s) at the event

Local User Groups

- **Pictures from MITEC events featuring students**

Local User Groups

- **Pictures from MITEC events featuring students**

Local User Groups

- **Pictures from MITEC events featuring students**

Local User Groups

Groups outside of your area

If you're not familiar with a group in your area or want to reach out further where do you go?

IBM Site – IBM i local user groups

https://www.ibm.com/developerworks/community/wikis/home?lang=en#!/wiki/Power+Systems/page/IBM+i+Local+User+Groups

COMMON Site

http://www.common.org/local-user-groups/.

Connecting with Colleges

- **Several Colleges across the country that include IBM i curriculum**
- **Several colleges in our area including IBM i curriculum**
- **If you're not familiar visit the IBM i Academic Initiative web site**

  https://www.ibm.com/university/power/ibmi.html

  Choose participating schools link

  displays list of schools by State

- **Visit facebook page Power on Campus – the IBM Academic Initiative**
- **Email at powerskills@us.ibm.com**

Connecting with Colleges

CEF (COMMON Education Foundation) may be able to assist connecting you to colleges in your area

https://www.commoneducationfoundation.org/

While at COMMON connect with CEF

Visit the foundation booth

Email foundation@common.org

Visit www.common.org

PowerUp18 **May 20-23, 2018 in San Antonio, TX**

Students that are willing to relocate or work remotely

Connecting with Colleges

Colleges in our area including Power Systems Curriculum

Baker College

Connecting with Colleges

MCC and IBM i curriculum youtube

MCC and IBM i Curriculum

Baker Job Fair

https://www.careereco.com/Fair/RenderPage?fairPageId=8da74179-0e55-4467-9506-a86c01148953

Post on College job boards
Contact the college to find out links to sign up for job boards

Connecting with Colleges

- MITEC and other conference events
  - Student meet and greet
  - Feature students
  - Students present at events

- Student activities
  - Code a game on IBM i
  - Member project team up group member with students
  - Encourage and make suggestions

Connecting with Colleges

Connect through

- User groups
- COMMON
- COMMON Education Foundation
- IBM Academic Initiative
- Posting on college job board
- Contact college directly
- Contact educators
- Participate in college activities

Connecting with Colleges

- Consider colleges in your area with an IT program
- Student with desire and aptitude may be a great fit
- Bring in the student as an intern
- Provide IBM i training
- Use in house mentoring
- Train the student technically and to understand your business

CEF

COMMON Education

Foundation

Mission

Nurture the development and growth of future IT professionals who will manage and support the computing systems of tomorrow.

https://www.commoneducationfoundation.org/

COMMON Education Foundation

What CEF Offers

- Student Sponsorship
- Student Scholarship
- Education Sponsorship
- COMMON community scholarships
- Ongoing Initiatives
- And much more

- **Resoruces**
  - Career Center
  - COMMON certification
  - Online Education
  - Video Library
  - Blog
- **Partners**
  - COMMON
  - IBM Academic Initiative
  - Community

COMMON Education Foundation

Connect with Educators and Students

- **Fall COMMON event**
- **Annual COMMON event**
- **Booth at events**
- **Student sessions and activities**
- **Reach out to CEF to find educators and students**
- **Facebook**

https://www.facebook.com/common.education.foundation/

- **Twitter** **https://twitter.com/cef_common**
- **Email** **foundation@common.org**

Common Education Foundation

Pictures tell the story well

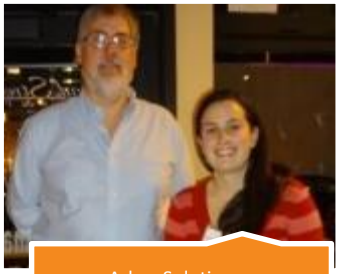
What started with a few students sponsored at COMMON conference events has grown to a large group each fall.

- Connecting community to educators and students

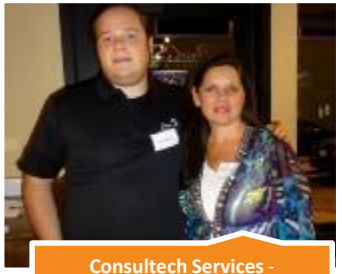
COMMON Education Foundation

Support CEF

- Sponsor a student
- Provide a contribution
- Contribute to the silent auction
- volunteer

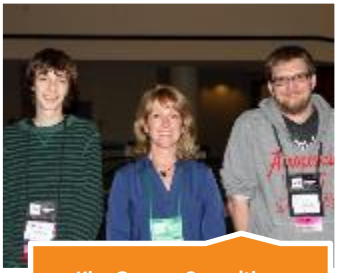


Arbor Solutions -
Gateway Technical College



Consultech Services -
Pennsylvania College of Technology

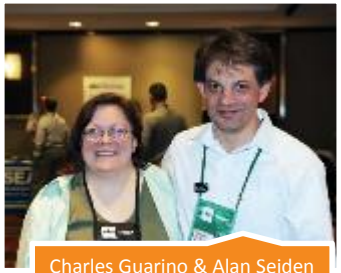
WMPCA -
Gateway Technical College



Kim Greene Consulting-
Muskegon CC & Gateway Tech

Maxava iFoundation Grant -
Arkansas Tech University students

HelpSystems -
2 Gateway Technical students



Charles Guarino & Alan Seiden Consulting (not pictured) -
Muskegon Community College

IBM Power Systems Academic Initiative - all 5 instructors

Training

Don’t overlook training options

- College courses/classroom training
- Online classes
- Onsite training
- Book learning
- Conference events

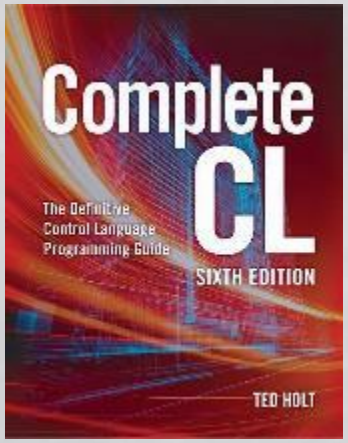
No particular order and not inclusive of all offerings

- **ImPower Technologies https://impowertechnologies.com/**
- **Rochester Initiative http://www.lab400.com/**
- **Partner400 http://partner400.com/OnsiteTraining.htm**
- **ComCon http://www.comconadvisor.com/courses.html**
- **Manta Technologies, Inc. https://www.mantatech.com/**
- **Global Knowledge IBM Training Courses https://www.globalknowledge.com/us-en/training/course-catalog/brands/ibm/**

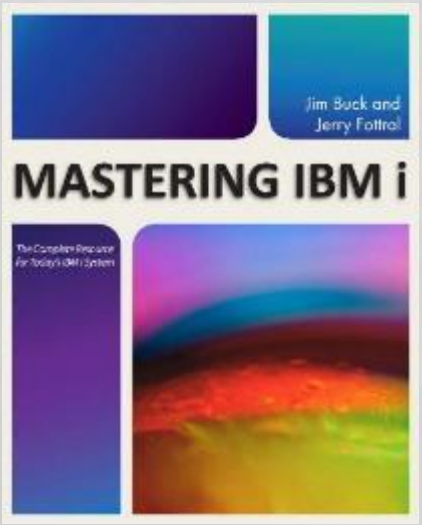
IBM Training Courses

- 400School http://www.400school.com/
- Interskill Learning https://www.interskill.com/
- Myenskill https://enskill.com/
- AS400 online https://As400online.com
- Learn Quest https://learnquest.com
- Central Park Data Systems, Inc. http://www.centralparkdata.com/rdi-training.html

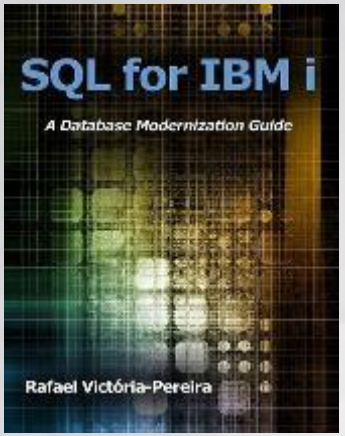
Training Books



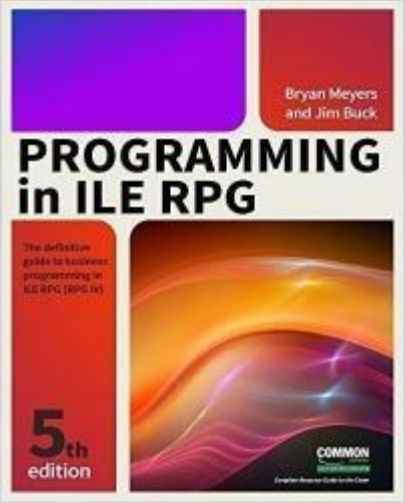
Complete CL 6th Edition
Ted Hold
MCPress



Mastering IBM i
Jim Buck and Jerry Fottral
McPress

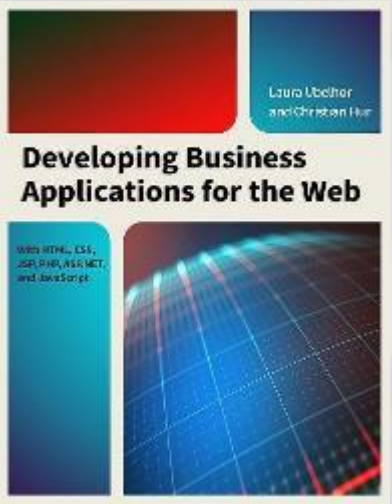


SQL for IBM i
Rafael Victoria-Pereira
MCPress



Programming in ILE RPG
Brian Meyers and Jim Buck
MCPress

Visit MCPress Bookstore
https://www.mc-store.com/



Developing Business Applications for the Web
Laura Ubelhor and Christian Hur MCPress

Training

Conference Events

- IBM Think 2018 March 19–22
  Las Vegas
- RPG and DB2 Summit March 20-22, 2018 in Dallas
- COMMON PowerUp18 May 20-23, 2018 in San Antonio, TX www.common.org
- MITEC Thursday June 14, 2018 www.gomitec.com
- Many other local user group events across the country

  user groups publish information

  IT Jungle provides calendar of events

  WMCPA event Tuesday, March 13 to 15, 2018

  TUG event March 26 to March 29, 2018

Recruiting Within

- **Don’t overlook options within your organization**
- **Invaluable Business Experience with aptitude and desire**
- **Business Skills and Understanding of your organization**
- **Business process understanding is a great base**
- **Build upon with training**

Recruiting Within

- **Reach out to those within your organization**
- **May have a hidden gem**
- **Training and mentoring**
- **Within IT Dept or affiliated organization location**
- **Other Departments**

Mentor young or new IT resource

- **Bring in a resource with a base to build on**
  - **. IT Student**
  - **. New external resource**
  - **.New resource from within**
- **The base can be IT Skills or business/industry skills**
- **Build on the base with mentoring and training**
  - **. Provide IT mentoring specific to your environment**
  - **. Provide mentoring to learn your business**

Mentor young or new IT resource

Choose mentors wisely

- someone retiring – plan ahead
- experienced IT staff member(s)
- choose someone with skills desired
- choose someone with skills to mentor
- Have a team of mentors

Consulting and Outsourcing

Many consulting organizations focused on IBM i

May be long term or short term solution

Option while training or mentoring or long term solution

Assist until internal staff has skills needed or to supplement staff needs

Establish relationship to call upon as needed

Each organizations requirements are unique

Consulting and Outsourcing

Often used when

- needing specific skills
- extra hands on a project
- supporting day to day
- supplement staffing needs

Support as needed

- supplement while mentoring
- supplement during transition
- monitor system
- programming resource
- training

- may find solution fits your needs and budget for short or long term solution

Consulting and Outsourcing

Benefits

- Eliminate need for in-house resource
- Bring in skills and expertise
- Can be a cost savings
- Let inhouse resource focus on core business
- Improve quality

Cloud

- Lots of Buzz around cloud
  - Public, Private and Hybrid
  - Hosting Hardware
  - Hardware and software services
  - Many organizations providing cloud services for IBM i
  - Supplement or replace staff
  - Use for all or some of your IT support needs

- Sources
  - IBM, Infor, Connectria, Krengletech, iDevcloud…….
  - Check with software provider
  - Check with hardware provider
  - Research endless list of providers

Cloud

- Why Cloud
  - Eliminate need for inhouse resource
  - Supplement inhouse needs
  - Software services to keep applications current
  - Can find a solution to fit your budget
  - Lack of inhouse experience

- Successful cloud offerings
  - Network
  - Hardware
  - Software/applications
  - Helpdesk
  - Email
  - Disaster Recovery
  - Much more…….

Cloud

Keys to successful cloud solution

- Due diligence
- Choose a provider with experience
- Compare pricing
- Check with references
- Onsite visit
- Contract – make it right
- Support hours
- RPO and RTO (recovery point and time objective)
- Be sure to consider if needs change

IAI - IBM Academic Initiative

- Program helps educators worldwide teach students market ready skills
- Helping educate the next generation of IBM i resource
- Used worldwide across all industries
- Reliable IT infrastructure
- Helping address growing demand for IT skills

IBM Academic Initiative

- Provides wide range of resources to assist with learning and teaching
- Provide professionally developed courseware for classroom or virtual use
- No charge to IAI members

IAI - IBM Academic Initiative

Beyond teaching

- Information and connection to community
- Connect community with educators
- Connect community with students
- Work with local user groups
- Work with COMMON and CEF
- Find schools in your area

Visit https://www.ibm.com/university/power/ibmi.html

Facebook page Power on Campus – the IBM Academic Initiative

Email at powerskills@us.ibm.com

Job Boards and Recruiters

- Traditional route – post a job
- Easier with internet
- Sometimes fees or membership
- Many sources
    - Dice
    - Indeed
    - Monster
    - AS400jobs.com
    - LinkedIn
    - Career builder
    - Craigslist
    - Simply hired
    - USA jobs

Job Boards and Recruiters

Job Boards

- **Local User Group posting**

- **IAI job board**
  http://powersystemsjobs.com/

- **COMMON Career Center**
  http://www.common.org/career-center/

Job Boards and Recruiters

Recruiters:

- **Check references**
- **Ask about other IBM i placement**
- **Ask about fees and charges upfront**
- **Provide detailed information on your needs**
- **Ask who others have used**
  - **reach out on blogs**
  - **reach out to employees**
  - **reach out to HR**
  - **reach out to industry colleagues**

- **TEK, Robert Half, Wolverine, Kforce, Manpower, Kelly Services, Tata and many more**
- **Consider large and small organizations**

Job Boards and Recruiters

Take time to prepare information

- **Job title**
- **Job summary**
- **location**
- **Skill requirements**
  - **Must have**
  - **desired**
- **Direct hire or consultant**
- **Travel requirements**
- **Salary/wage offered**
- **Benefits provided**
- **Onsite or remote**
- **Education requirements**
- **Industry and company information**

Consider your environment

Do research

Find out what successful organizations are doing to make the environment desirable

Find out what factors attract the next generation
Make your organization stand out

May want to use testing tools
skills testing
hire assessment

If resource doesn't have all of the skills required be prepared to provide training

Training focused for new resource

COMMON Boot Camp

https://www.common.org/online-education/boot-camp/

- **Programming in ILE RPG**
- **IBM i Systems Administration**
- **Basic Power Systems Hardware Overview**
- **File Systems**
- **IBM i Work Management**
- **Problem Reporting and Management**
- **Starting the System**
- **Setting Up the System**
- **IBM i Virtual Optical and Virtual Tape**
- **IBM i Networking**
- **IBM i Backup and Recovery Basics**
- **CL Programs, Commands and Using SQL to Manage Your System**
- **Installing IBM i and Licensed Program Products**
- **PTF Installation and Maintenance**
- **Analyzing and Understanding Disk Space Utilization**
- **Database Management**
- **Practical Management of the System**

Training focused for new resource

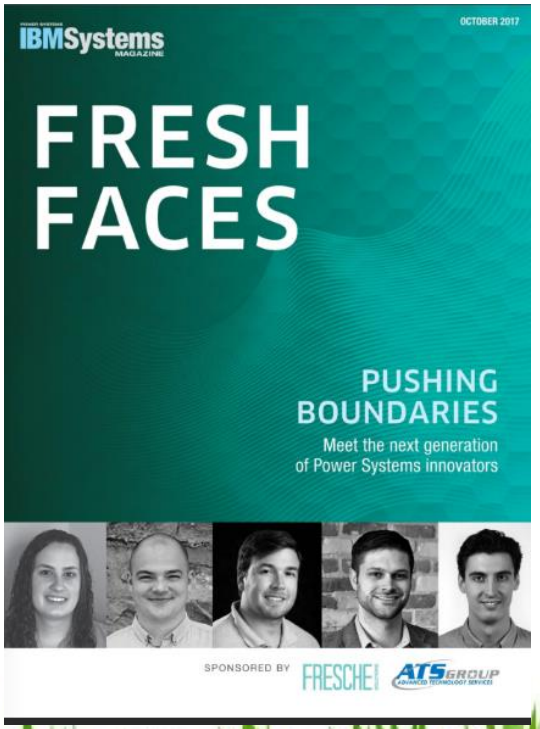
COMMON online education http://www.common.org/online-education/

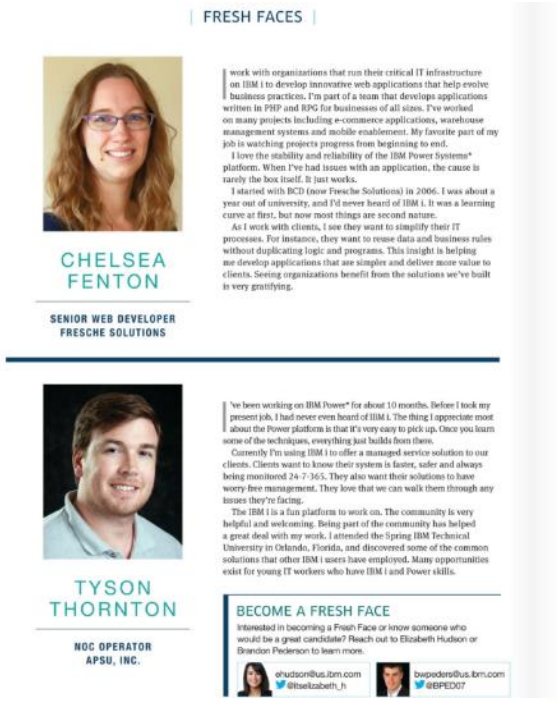
- **Webcasts**
- **Members Only Webcast**
- **Webinars**
- **Video Tutorials**
- **User group members automatically COMMON members**

IBM i Fresh Faces

Inspiring publication
By IBM Systems Magazine

http://www.ibmsystemsmagpowersystemsdigital.com/nxtbooks/ibmsystemsmag/2017FreshFacesIBMi_october/index.php#/1





IBM i Fresh Faces

Inspiration and Optimism

Videos

https://www.ibm.com/power/operating-systems/ibm-i

Fresh faces youtube
https://www.youtube.com/watch?v=BmZJ-lhcyfk

Why develop on IBM I
https://www.youtube.com/watch?v=BoWVPpp2lJo

I need an RPG programmer
https://www.youtube.com/watch?v=kuJdS3Rqgt4

Reach out to others – don’t reinvent the wheel

Reach out – don’t reinvent the wheel

- Reach out to others in the community
- Find out where others are finding resource
- Check local user group
- Attend conferences and events
- Reach out on blogs
- Converse with other organizations
- Research what is working

Final Thoughts

- **Modernize**
  - **Out of date may equate to difficulties to find resource**
  - **Can’t replace the world use modern tools for new projects**

- **Frustrating to hear we can’t find resource**
  - Misconception students aren’t interested
  - Need to get your information out to reach potential resource
  - This may not be using traditional methods
  - Consider finding someone suited and mentor or train
  - Plan ahead don’t wait
  - Consider interns

Final Thoughts

- **Intent to inform and enthuse**
- **There is optimism and solutions**
- **Please share**
- **Finding the next generation is extremely important to the future of the platform**
- **We've been fortunate to have great careers on IBM i and the next generation can and will realize the same experience**
- **The next generation is ready, waiting and eager**

Thanks

Best of luck on your search for the next generation of resource.

QUESTIONS?

Hope this information helps you find resource.

Laura A. Ubelhor – Consultech Services, Inc.
lubelhor@consultechservicesinc.com