UNIVERSITY OF
CANBERRA

Column72

BRIDGING THE MAINFRAME SKILLS GAP

With other Australian and New Zealand IBM Z® mainframe organisations on board, now it's your turn.

Escalating skill shortages, overworked staff and a workforce that is fast reaching retirement age. Sound familiar?

If mainframe workforce problems have left your organisation at risk — you're not alone. Across Australia, senior managers are seeking a long-term solution to ensure the availability of their infrastructure and applications.

A solution that actually works

Although 'mainframers' might be moving into retirement, the machines are not going anywhere.

The Mainframe Traineeship Program

The University of Canberra and Column 72's Mainframe Traineeship Program places aspiring mainframe professionals in workplaces, just like yours, all across Australia and New Zealand.

The 3-year program matches trainees to organisations with IBM Z® mainframe technology needs. The trainee is offered fulltime employment with the company where they'll experience on-the-job training whilst simultaneously completing a Bachelor of Information and Mainframe Technology with the University of Canberra.

✓ Grow your internal skills and capacity

✓ Great solution to succession planning

✓ Trainees matched to your business

Two-Way Value

For Employers

By sponsoring one or more trainees, your organisation can take advantage of the skills of your existing workforce to succession plan for the future. Relax with the confidence of knowing your in-house team is equipped with the skills and capacity to service your organisations mainframe needs now, and in the future.

Employers choose the candidates that suit their business from a pool of potential pre-qualified trainees, ensuring you'll always end up with the best fit for your organisation.

In exchange, your organisation will mentor the trainee in the workforce, fund the university fees and support the flexibility needed to complete their needs to study while they work.

For Trainees

The program is attractive to trainees who will enjoy a fulltime employee salary whilst they study and graduate with workforce experience and free of fee debt. They'll also be joining an industry with guaranteed job prospects and room for growth.

Our Success Stories

" One of the best decisions I have made was to apply for the Mainframe Trainee program.

Not only did I receive a degree, without any debt, but also 3 years of work experience in the same time.

I am now a Senior Mainframe Developer with 13 years' experience, working for the Government.

Kevin Dodge, Graduate 2006

" Participating in the Mainframe Trainee program is a pivotal part of growing skills to support our mainframe business into the future. We've seen excellent results and now have fantastic skilled personnel that we hope to maintain for many years to come.

The collaboration between IBM, the university and Column 72 has been a key in making this happen. Without this we see the skills base in the industry at risk of diminishing with the ever-aging resources.

Scott Thomson, Director Data Centre Service Northern Territory Government

FAQs

Do I get to choose a candidate appropriate to my business?

Yes, you specify your requirements to Column 72 and they will match their Trainee Profile(s) for you to select and interview.

How long is the placement? Do I need to guarantee ongoing employment after the program concludes or is it a fixed term contract?

The trainees are your employees to be managed as you would any other employee. The duration of the Bachelor of Information and Mainframe Technology degree course is 3 years.

How does the program align with Government policy surrounding trainee and cadetship programs?

Our trainees join the Mainframe Program qualified at a Diploma or Advanced Diploma level (Level 5 or Level 6 under the Australian Qualification Framework). Typically, this means the Mainframe Trainee Program should align to most cadetship programs offered across most large private and government organisations.

At the end of the 3-year period, the Mainframe Trainee Program qualifies students to a Bachelor Degree, (or Level 7 under the Australian Qualifications Framework).

What if the trainee does not perform to our expectations?

After the exhaustive selection and enrolment process, this rarely occurs. We recommend you appoint a mentor for each Trainee to give one on one guidance and support. However, if the employee has performance issues, these would be managed under your organisations normal process.

Throughout the trainees' journey both Column 72 and the University of Canberra will provide feedback to you and work to ensure their students meet all expectations. In the event there is an issue that cannot be resolved, we will work in partnership with you to provide an alternative solution.

Find out more

To find out more about the program, or book a personal consultation with the University of Canberra and Column 72, please contact Paul Matthews.

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