

Broadcom® Mainframe Vitality Program

A Partnership that Delivers Critical Mainframe Skills in Weeks, Not Years

Overview

The Broadcom® Mainframe Vitality Program is an innovative skills development program to cultivate new mainframe talent at low to no cost for Broadcom customers.

The program's curriculum leverages deep expertise and training assets to transfer product, technical, and industry knowledge focused on mainframe fundamentals and Broadcom products. We invest up to a year's worth of training, both in the classroom and with a customer, leveraging a unique residency and mentoring approach.

After a candidate has been trained and deemed a good fit, our customers can hire them full-time as an employee.

Plan Today to Lead Tomorrow

Every industry is navigating a generational shift, and mainframe is no exception. As experienced professionals approach retirement, the opportunity to build a stronger, more resilient workforce has never been greater. Forward-thinking organizations are reimagining succession planning—not just as a skills replacement exercise, but as a human-centered strategy to cultivate, mentor, and grow the next wave of mainframe talent. Organizations that implement proper succession planning today will lead strongly into the future.

How to Get Started

The Mainframe Vitality Program works on your terms by specifying the best approach that meets your priorities, timeline, and long-term goals.

Program participants, known as *residents*, start their learning journey when assigned to a cohort as part of the scheduled training we conduct during the year.

We offer two options to build your mainframe team:

- **Broadcom-sourced resident:** We work with a leading talent and recruitment firm to identify a pool of candidates, train them, and work with you to deploy.
- **Customer employees:** You identify existing employees to be trained during one of our sessions.

Our program currently covers the following offerings:

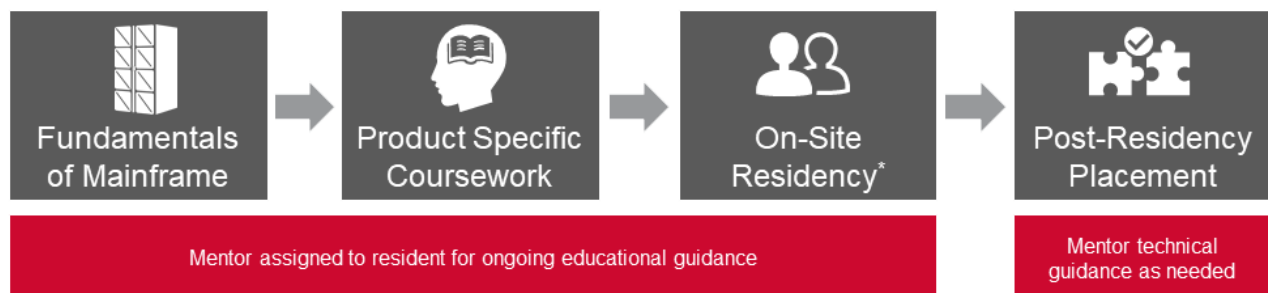
- Databases: Datacom® and IDMS®
- Security: ACF2® and Top Secret®
- Automation: OPS/MVS®
- DevOps: Endeavor®

Visit mainframe.broadcom.com/beyondcode/vitality_program for the latest offerings.

“The Broadcom Mainframe Vitality Program is a great source of talent, and our Vitality Resident is doing a wonderful job.”

- Mainframe Manager, Erie Insurance

The Journey to Becoming a Mainframer



*Residency at customer site up to 6 months.

Building Next-Generation Talent

The program's goal is to fast-path high-potential talent and to make them productive and proficient mainframe experts in their chosen area. To do this, Broadcom uniquely uses a residency approach providing real-world experiences with our customers.

We invest up to 20 weeks of training followed by up to 6 months of residency at your company. This investment couples the resident's training with Broadcom and customer site mentorship for a more immersive learning experience.

We support our residents along their journey by assigning them a mentor, a Broadcom expert who is with them every step of the way. This unique approach is a fundamental part of the overall learning experience.

By advising and guiding our residents on an individual basis, we focus on that person's learning style to maximize the comprehension of the course material. Our residents can move forward knowing that they have the right skills in place needed to contribute on Day 1.

"The Mainframe Vitality Program provides a mentoring culture that supported me all through my training and residency period."

- Vitality Graduate, Kaiser Permanente of WA

For customer employees interested in training, we collaborate with the organization to assess each individual's experience and match them with the right training level.

Regardless of the path chosen, customer employees participate in the same intensive and immersive training experience as Broadcom residents. Those who have taken advantage of our training continually recognize the value it brings to their teams.

More Value for You

Whether you require a single resident focused on one product or training many residents across multiple products, we are committed to working with you to find the best possible approach. All options are available to you at no risk as a Broadcom Mainframe customer.

One of our most enthusiastic customers told us:

"Typically training a master DBA can take years, Broadcom has done it in 14 weeks."

- Linda Hagedorn, Guardian Life Insurance

Additional Education and Training

The Mainframe Vitality Program is just one of many ways we partner with our customers to source and develop a skilled workforce for the future. Broadcom has an extensive set of training and educational offerings designed for IT professionals at all levels—from executives to practitioners. We cover the gamut whether you are looking to train someone who is new to the mainframe or honing the skills of a seasoned practitioner interested in the latest product innovations.

Practitioners value the recognition of their knowledge and achievements, especially the next generation of IT talent. With this in mind, we created a credentialed digital badging program for many of our products. Credentials help attract, engage, and retain talent while providing you with real insights into your workforce.

Visit our education and training page at mainframe.broadcom.com/education to learn more.

Ready to Get Started?

Contact us for your no-obligation Vitality and Skills consultation. A training expert will spend 30 minutes with you to explore different options best suited for your needs.

To schedule your free consultation, email us at Mainframe.Vitality@broadcom.com.