

From Service to Systems — How Judge Helped Veterans Power a Financial Institution's Mainframe Revival

A multinational financial services company partnered with The Judge Group to address a critical talent gap in Mainframe programming by launching a 9-week bootcamp exclusively for U.S. Veterans. This program not only solved a pressing business need but also transformed lives—providing veterans with meaningful careers and financial stability.

THE CHALLENGE

A Shrinking Talent Pool and Overlooked Potential

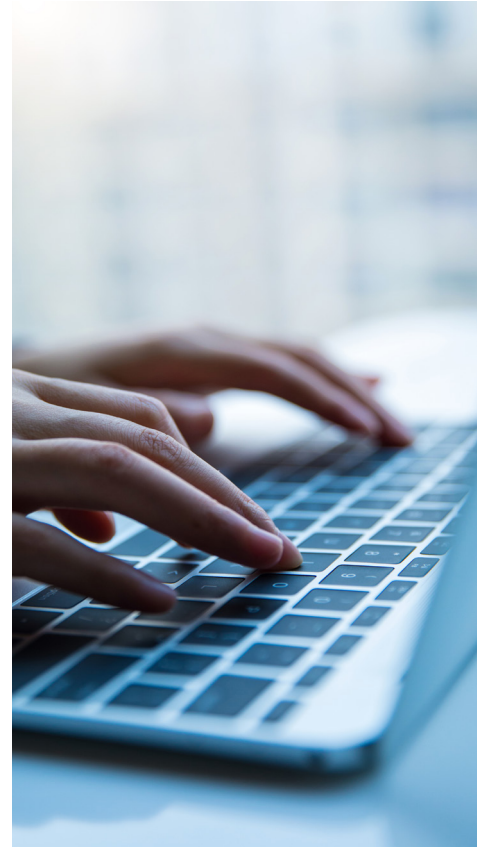
The financial institution's Consumer Technology division faced a growing crisis: the aging out of Mainframe programmers and a lack of new talent to maintain legacy systems essential to daily banking operations. These systems—responsible for processing millions of transactions per day—required highly specialized skills that were no longer being taught at scale. Traditional hiring pipelines failed to deliver candidates with the right mix of aptitude and reliability.

At the same time, many U.S. Veterans—disciplined, mission-driven, and eager to serve—were being overlooked due to limited formal tech training. These veterans were often working in retail or distribution jobs, underemployed and disconnected from career paths that matched their capabilities. The company needed a solution that could deliver job-ready talent quickly, while also aligning with its values of inclusion, community impact, and workforce diversity.

THE SOLUTION

A Purpose-Built Bootcamp for Veterans

Judge Learning Solutions (JLS) and Judge Technical Services (JTS) collaborated to design and deliver a 9-week "Top Gun" bootcamp tailored for veterans. The program recruited 17 veterans through a rigorous aptitude screening process. Training was provided free of charge, with each participant receiving a stipend during the program and a graduation bonus.



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Technologies covered included COBOL, JCL, DB2, CICS, SQL, and MQ Series—core systems still vital to the client’s infrastructure. JTS handled recruitment and onboarding, while JLS delivered technical instruction, mentorship, and career coaching. The curriculum emphasized hands-on learning, real-world simulations, and soft skills development. Veterans were supported throughout the program with personalized coaching and peer mentorship, ensuring they were not only technically prepared but emotionally supported during their transition into the corporate world.



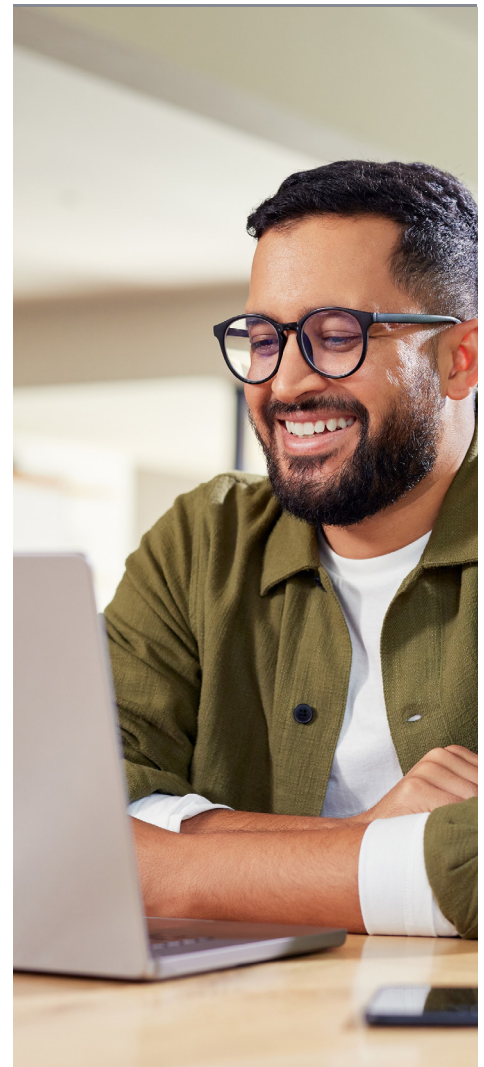
8 out of 12 veterans were hired full-time by the financial institution immediately after completing their contract.

THE RESULT

Career Transformation and Business Impact

Of the 17 veterans recruited, 12 graduated and were placed on an 8-month contract supporting the financial institution. Eight of the 12 contractors were hired full-time by the financial institution the day after contract completion. These veterans now support mission-critical banking systems that serve millions of customers daily. For the veterans, it was more than a job—it was a second chance to serve, this time through technology. The program gave them renewed confidence, a sense of purpose, and a career path that honors their service while building their future.

For the client, the program delivered immediate access to a reliable, mission-ready workforce capable of maintaining and modernizing legacy infrastructure. The company avoided costly delays and mitigated risk associated with talent shortages in a high-stakes environment. Additionally, the program reinforced the client’s commitment to veteran hiring, workforce diversity, and community engagement—earning internal praise and external recognition.



Are you facing a talent gap in your organization? Let Judge help you build a solution that transforms lives and drives results. Contact Judge today at judge.com/contact.