

# Success Story



With the arrival of a new CTO and a team more familiar with modern technological environments (Java, .NET, cloud), Talentia had to take over an IBM i/AS400 platform.

## THE CLIENT – TALENTIA

**Talentia**  
FINANCE & HR SOLUTIONS

Talentia is a software publisher supporting mid-sized companies with HR and finance solutions. With over **1 million users across Europe**, supported by **450 employees**, Talentia is a trusted partner for more than **2,000 clients**.

Upon joining, the new CTO and their team discovered a **non-industrialized IBM i environment**: no DevOps, no development or testing automation, no version control, outdated tools such as **Adelia**, all with no active maintenance for several years.

The diagnosis was clear: the application environment needed a **deep transformation**.

## CONTEXT AND CHALLENGES

Talentia's Technical Department faced a **double challenge**:

1. Discover and understand an **IBM i platform** they were unfamiliar with, including its constraints, outdated **RPG III code**, and legacy operations.
2. Secure its future through a **long-term modernization strategy**, in response to staff turnover, recruitment difficulties in the legacy space, and application maintainability.

### Identified challenges:

- Modernize IBM i applications developed in RPG III using Adelia, along with the DB2 for i database
- Improve the reliability of development and deployment processes by implementing a DevOps approach
- Reduce time-to-market by accelerating releases through continuous integration and DevOps process automation
- Facilitate interoperability with Business Intelligence (BI) tools and existing information systems

## CHOSEN SOLUTIONS

Talentia selected:

- **Modernization As A Service**, for transforming DB2 databases, Adelia-developed applications, and native RPG III apps
- **ARCAD for DevOps Advanced**, for a complete CI/CD solution

**Modernization As A Service** is a fixed-price offer for converting RPG III and/or Adelia-generated code into **Free Form**, with automatic refactoring, and transforming DDS-based databases into **DDL**. Both non-regression and budget are guaranteed.

**ARCAD for DevOps Advanced** is a complete DevOps suite for IBM i, including key modules:

- **ARCAD Observer**: for cross-referencing and impact analysis
- **ARCAD Skipper/Git**: for source code version control on IBM i using Git, enabling easier branching, traceability, and collaborative development.

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- **ARCAD Builder**: for build and compilation automation with dependency management.

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- **Arcad Dashboard, code health scanner**: an automated analysis tool that detects technical, quality, or compliance issues early in the process. This helps save time, reduce costs, and mitigate risks.

- **ARCAD Verifier**: for automated non-regression testing before deployment.

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- **DROPS**: for orchestrated deployment (traceability, rollback, secure release across environments including cloud and data centers)

**Regarding IDEs**, the decision was made to use **RDi** and **Microsoft Visual Studio Code (VS Code)** to work with the modernized code, making it easier for new developers to get familiar with the environment.

## BENEFITS ACHIEVED

- Complete modernization of payroll (IP) and finance (IF) applications (formerly in Adelia & RPG III) into **Free Form RPG**, and of **DB2 databases into SQL** (with a 10% performance gain).
- Cleanup of actively used code, resulting in a **20–30% reduction in total code volume**.
- Implementation of an **integrated DevOps process** aligned with industry standards like **Git** and **Jira**.
- Preparation for **easier recruitment** thanks to the modernized environment (Git, VS Code, automated testing, etc.).
- **Simplified web service development**, enabled by a better-integrated architecture and a more structured database.

## NEXT STEPS

In 2025, Talentia continues its transformation:

- **Deployment of ARCAD Discover**, the AI assistant for all users, to better understand the existing IBM i environment more quickly, and to automatically map applications, their dependencies, and data flows.

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- **Adoption of ARCAD CodeChecker**, to strengthen code quality and security using a static analysis engine that detects quality, security, and compliance issues early in the development process.