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Growing Genuine Talent with Progress® OpenEdge® Education Programs

A practical look at building, strengthening and sustaining OpenEdge development skills



Meet the Speaker

Marco B. Squintani

Sr. Principal Consultant and Trainer, Progress Professional Services

- OpenEdge and Corticon specialist
- 30+ years of field experience
- Focused on helping customers modernize, scale and strengthen their OpenEdge environments—with or without AI ;-)

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Today’s Agenda

1. The OpenEdge Talent Challenge
2. How Education Helps Reduce Risk and Accelerate Productivity
3. The Progress Education Portfolio
4. Progress Academy for OpenEdge
5. New AI-Focused Learning Opportunities

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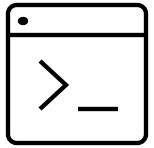
The OpenEdge Talent Challenge Is Now a Business Challenge

THE CHALLENGE



Hard to Find

Limited pool of OpenEdge experts in the market



Hard to Develop

Steep learning curve and specialized skills



Hard to Retain

Aging developer base risks talent shortage

THE BUSINESS IMPACT



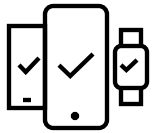
Delivery Timelines

Delays and missed milestones



Modernization Progress

Slower innovation and transformation



Application Continuity

Higher risk to stability and operations



Long-Term Business Confidence

Increased cost, risk and uncertainty

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OpenEdge Talent Is a Business-Critical Priority

For many OpenEdge customers, the challenge is not whether the platform can continue to support the business—it is whether the organization has enough skilled developers to keep moving forward.

Teams are being asked to:



Maintain mission-critical applications



Modernize existing environments



Onboard new developers faster



Preserve institutional knowledge



Reduce dependency on a small number of experts



Prepare for AI-assisted development without losing technical judgment

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Could GenAI be the solution to workforce shortages due to its potential to increase workforce efficiency?



Boost Productivity

Automates repetitive tasks & accelerates delivery

Augment Talent

Empowers teams with intelligent assistance

Improve Quality

Reduces errors & increases consistency

Do more with less

Extends capacity & bridges the skills gap

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Despite the efficiency-improving potential of generative AI (GenAI), there is currently no evidence that the technology is leading to a reduction in demand for tech talent.

On the contrary, we see that the demand for technology talent has increased as companies invest in preparing the technological backbone needed for the effective deployment of AI tools.

McKinsey & Company

Tech talent gap: Addressing an ongoing challenge



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AI Can Accelerate Work—
But Skills Still Decide the Outcome

AI can help developers move faster, generate ideas, automate routine tasks and improve productivity. But in complex OpenEdge environments, the value of AI depends on the knowledge of the person using it.

Developers still need to understand:

ABL fundamentals	Application architecture	Database behavior
Integration patterns	Modern development practices	How to validate and improve AI-generated output

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Improving productivity

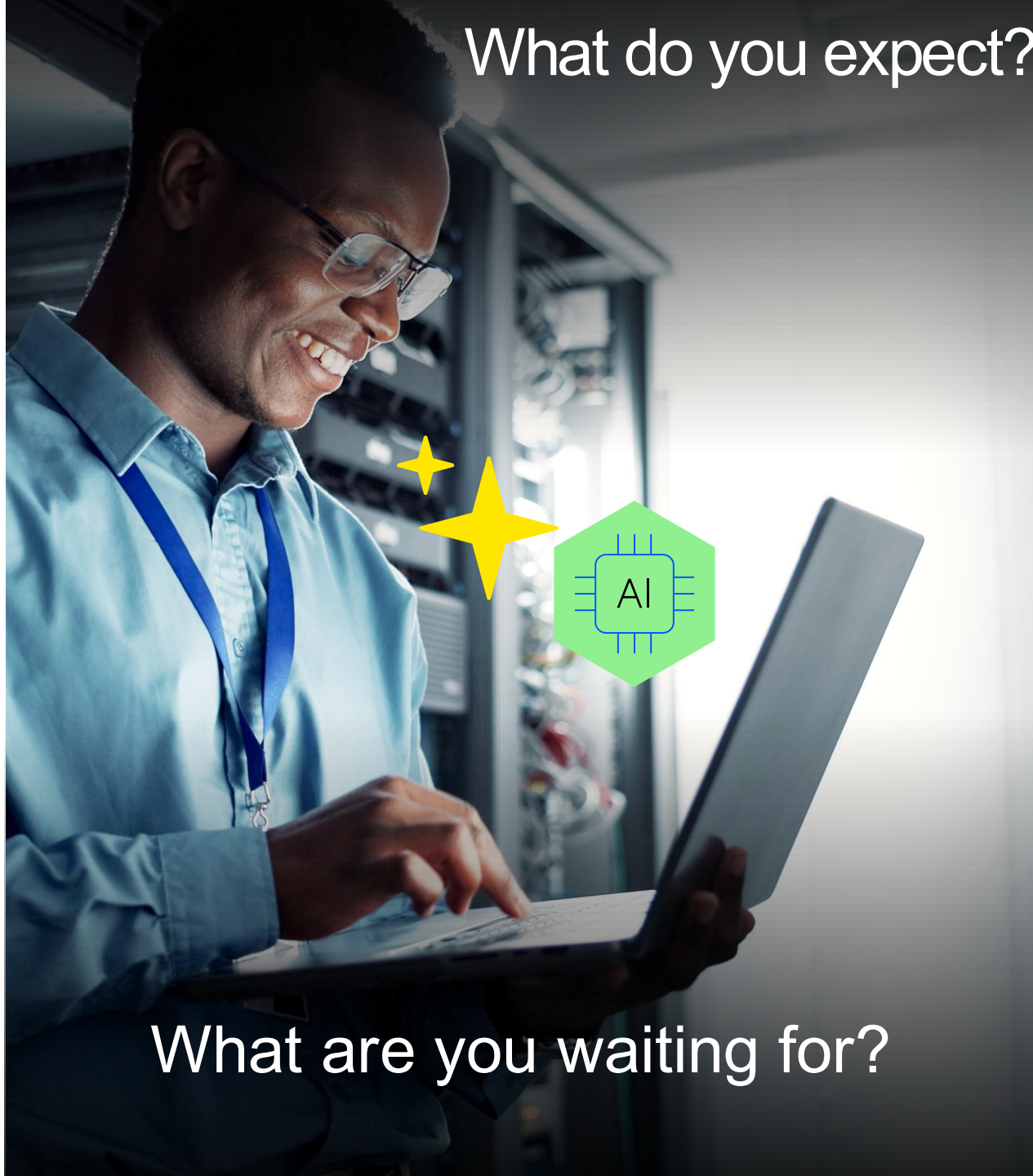
Studies claim AI can improve developer productivity by an average of 15% to 20% net

- Maybe, but it is not “a silver bullet” and isn’t ”quite yet"
- AI won't solve your problems for you!

IDE and AI tools

Studies reveal that AI's impact depends heavily on the project and the context

- Some LLMs and models have better Advanced Business Language (ABL) coding skills than others
- Some IDEs and AI tools are more integrated or “cool” than others.



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A practical trust model with AI (proven to work)

AI can extend talent, but it does not replace the need to develop that talent

?	K	V	H
Ask Smarter	**Ground**	**Verify**	**Decide**
Is the task clear and appropriately scoped?	Provide relevant code, schema, documentation and standards.	Compile, test and inspect the proposed change.	Responsible final engineering & technical judgement.
Remember & Skill			

Organisation & **S**tructure

Development → **R**eview

Improvements

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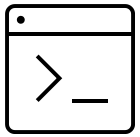
The Talent Challenge & Why This Matters Now

- The competition for Developer talent is real and ongoing.
- Top talent is scarce, yet highly selective.
- Competing for more than salary:
  - Growth opportunities.
  - Modern tools.
  - Meaningful (team)work.

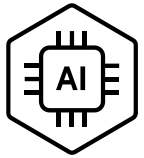
Any developer, when applying for a job position, has expectations.
The best developers choose organizations that invest in their future.

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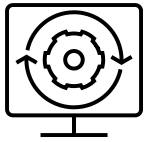
What Developers Expect in 2027



Modern IDE and Tooling



AI-Assisted Development



Code-Quality & Depth Visibility



Continuous Learning Opportunities

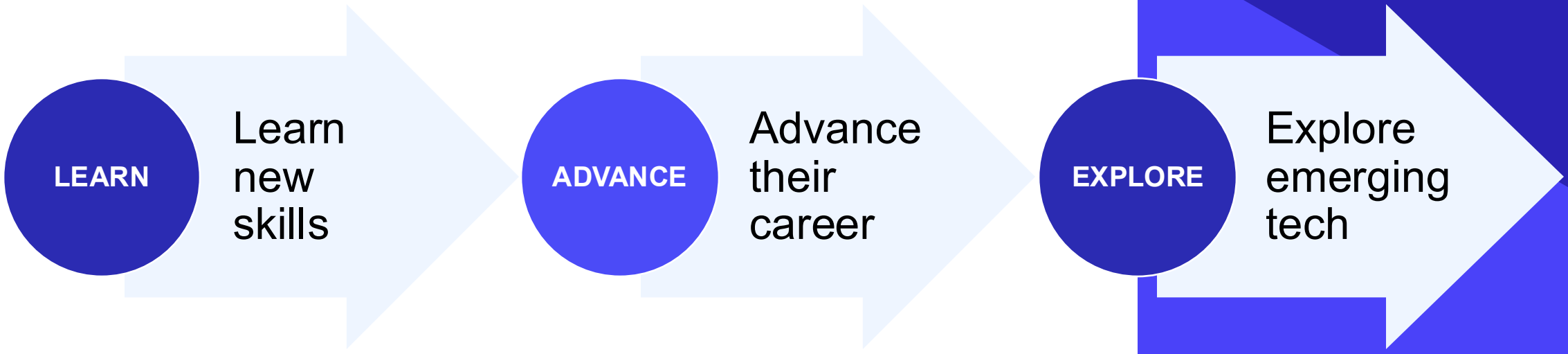


Active Community and Support

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Growth & Learning Keep Developers

When developers have clear paths inside an organisation, they're far more likely to grow with that team instead of looking elsewhere...

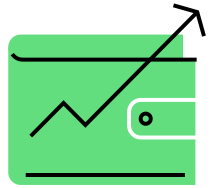


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Organizations investing in developer growth today are:



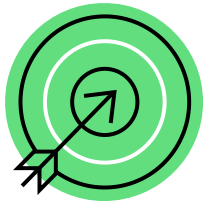
Securing talent before competitors realize their value



Building retention that compounds over years to come



Creating reputation as a "best place to work" for technical talent



Overall sustainable competitive advantage

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Progress Education & Professional Services Reduce Risk and Accelerate Value

Align with real-world architectures, and turn knowledge and platform investment into growth and sustainable capability.

It supports teams by helping them:	Build foundational OpenEdge skills
	Strengthen existing development teams
	Reduce onboarding time for new developers
	Support modernization and migration initiatives
	Create a more consistent skills baseline across the organization
	Prepare developers to use AI tools with confidence and control

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Growth Opportunities

Free Certification Program

Remove learner cost barriers

Progress Academy

Offer structured, guided learning paths

Advanced & Specialised Courses

Deepen skills with advanced topics

LinkedIn Community

Connect for talent discovery and networking

Generative Artificial Intelligence

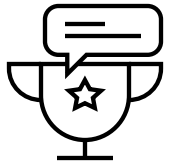
Make responsible use of its value!



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Education Portfolio at a Glance

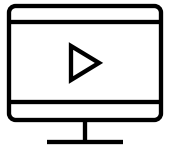
Three complementary pillars. One powerful outcome!



Self-Paced Learning

- Free On-demand Training
- Role-based learning paths
- Continuous skill refresh

✓ **Best for:**
Scale & accessibility



Expert-Led Training

- Instructor-led(ILT)
- Hands-on labs
- Customized Training

✓ **Best for:**
Depth & acceleration



Capability Programs

- Progress Academy
- Certifications
- Education community

✓ **Best for:**
Sustainable capability

One portfolio, multiple learning speeds, roles and maturity levels!

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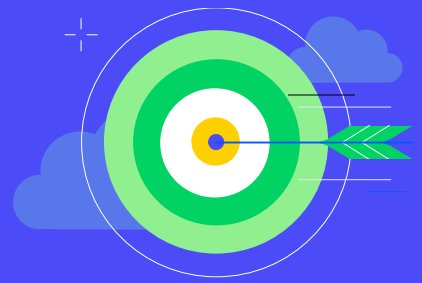
On-Demand & Expert-Led Training

On-Demand Training

- 24/7 access, global reach
- Ideal for onboarding, refresh and continuous learning
- Covers: Development, Administration, Performance, Integration and Cloud

Expert-Led Training

- Live sessions with Progress Professional Services trainer
- Hands-on labs and guided deep dives
- Public or private delivery (virtual/in-person/team)



✓ Faster time to productivity

✓ Consistent skills across distributed teams

✓ Lower operational risk

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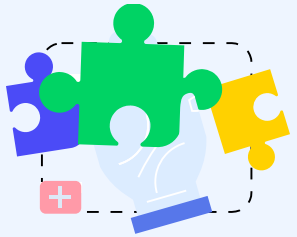
Customized Training

What's different

- Typically starts with a skill gap analysis
- Training tailored to your needs, codebase, tooling and architecture
- Agenda aligned with current initiatives
- Delivered by Progress Professional Services

Typical focus areas

- Application and Progress Application Server (PAS) for OpenEdge migrations
- Performance and scalability
- Modernization and REST enablement

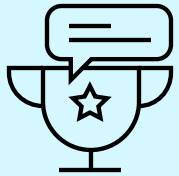


- ✓ Maximum relevance & Return Of Investment (ROI)
- ✓ Immediate application to production work
- ✓ Reduced project delays & rework

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Capability Programs

Progress Academy for OpenEdge. What is it?



Progress Academy for OpenEdge is a structured education program designed to help new developers—or developers experienced with earlier OpenEdge approaches—build the skills needed to develop, maintain and modernize OpenEdge ABL applications.



The program combines foundational learning, hands-on practice and expert guidance to help developers become productive faster and build confidence with modern OpenEdge development.

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Progress Academy for OpenEdge

Building and renewing OpenEdge talent

Foundational Progress Academy

- Structured program for junior developers, but not only...
- Instructor-led + self-paced hybrid
- Assessments and guided progression

Advanced Progress Academy

- Focused refresh and modernization for experienced teams
- Architecture, performance, best practices

Why should you use it?

- Addresses skills shortage
- Supports succession planning
- Creates predictable onboarding paths

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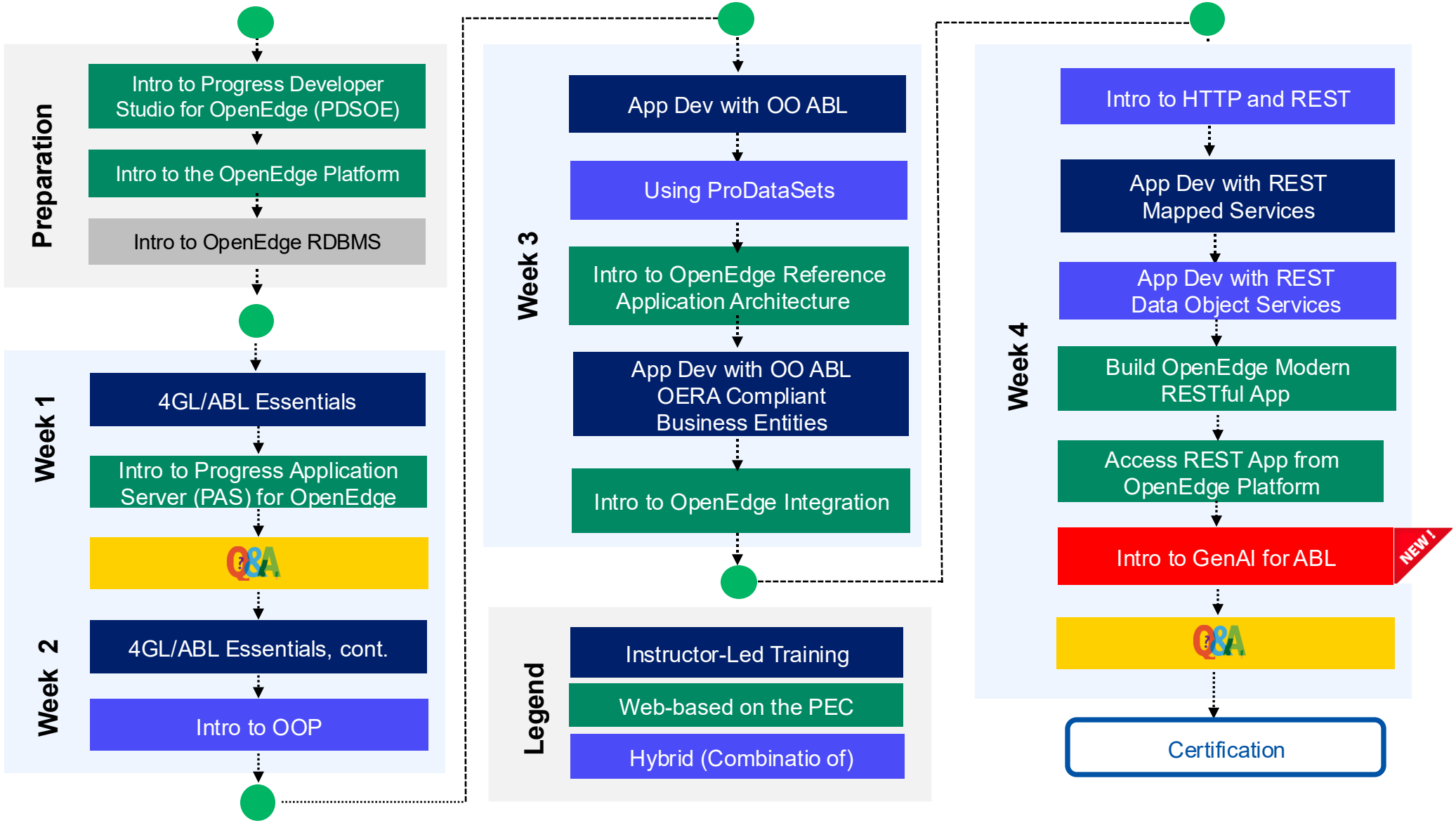
What Progress Academy Helps You Change

Before	After
Before: AI tools create uncertainty.	After: Developers learn how to use AI responsibly while still understanding the code.
Before: Modernization depends on limited internal availability.	After: Teams strengthen the skills needed to support modernization work.
Before: New developers take longer to ramp.	After: Developers follow a guided path into OpenEdge fundamentals.
Before: Knowledge lives with a few experts.	After: Skills are built through a structured learning path.

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Syllabus at a Glance



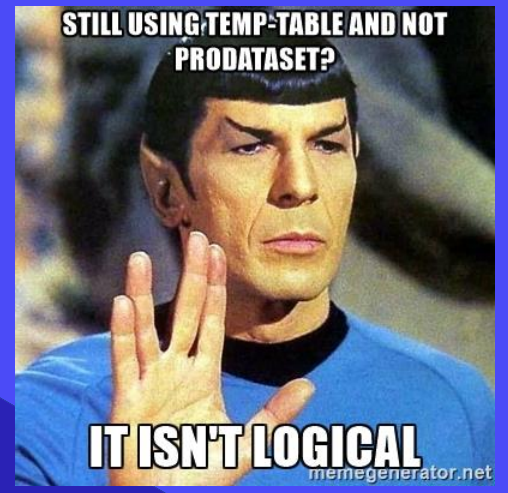
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Progress
Education Community

Progress Academy Learning Outcomes

- Gain **hands-on experience** with ABL, OpenEdge tools, programming concepts and architectures.
- Build new or maintain existing **real-world applications** using ABL and **modern** practices.
- Learn from senior consultants and developers with **field-tested expertise**…

…and with all that, **have fun**!

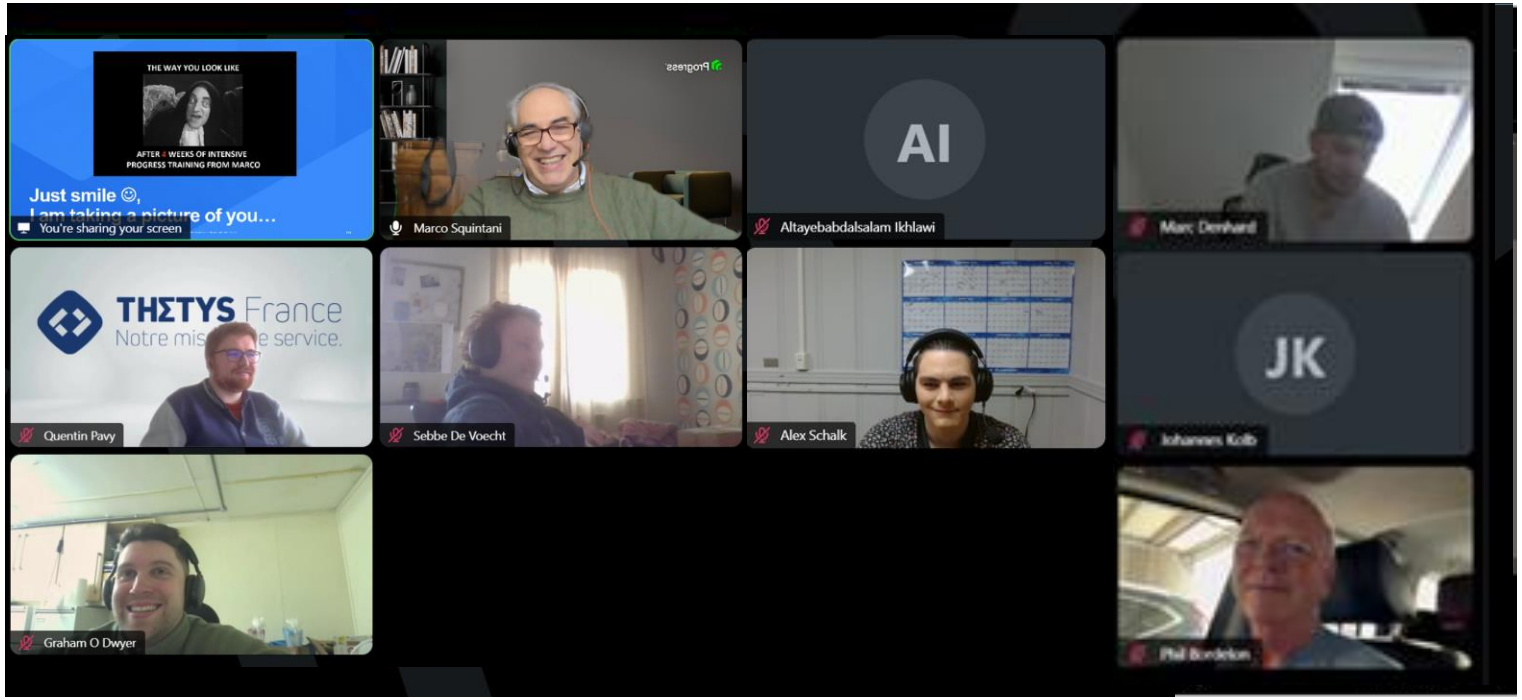








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It could be, but what about ...

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What about your experience?



I'm writing this email solely to thank you for the Academy course. It contributed a lot to my professional development as I already feel productive while working with the Progress OpenEdge ABL. I would like to thank you for your dedication in teaching and for your excellent method. It was a nice and very enriching experience, besides helping me practice my English ☺...

Guilherme Mendes Rosa

Developer for TOTVS – Brazil
Progress Academy Newsletter Edition – November

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Why All This Matters for Your Business

OpenEdge education helps organizations reduce risk in three important ways:

People Risk

- Reduces dependency on a small number of experienced developers

Project Risk

- Gives teams the skills needed to support modernization, integration and ongoing development

Continuity Risk

- Creates a repeatable path for onboarding, upskilling and preserving OpenEdge knowledge

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What to Expect from the Progress Academy

1

Resources & Support

Access to training materials, tools and expert guidance.

2

Assessment & Certification

Opportunities to check & measure progress and validate knowledge.

3

Accessible Investment

A practical way to build OpenEdge capability without creating a custom training program from scratch.

4

Affordable Price

€

£

$

…

Any questions?



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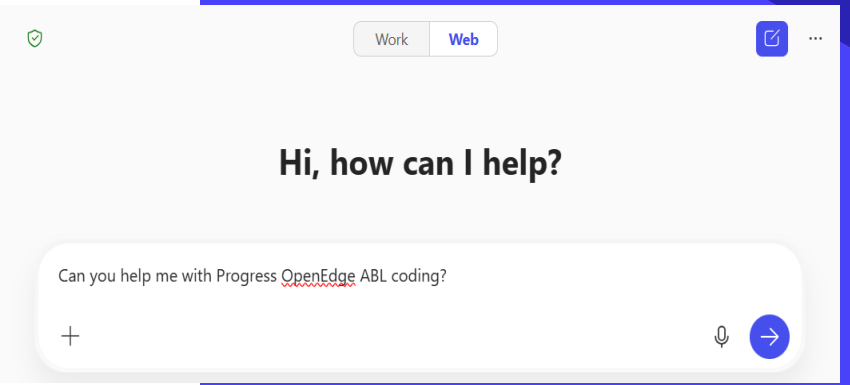
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Resources & Support

Participants receive access to the tools and resources they need to build practical OpenEdge development skills.

This includes:

- OpenEdge learning materials
- Hands-on exercises
- Access to development tools
- Guidance from experienced Progress instructors
- Exposure to modern OpenEdge development practices
- Support for using AI as an assistant—not a replacement for platform understanding



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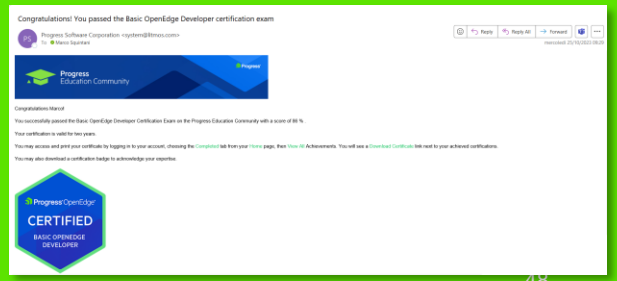
Assessment & Certification

Progress Academy helps learners measure progress and validate their OpenEdge knowledge.

Participants can:

- Complete learning activities throughout the program
- Use assessments to reinforce understanding
- Track progress against key OpenEdge skills
- Earn recognition for completing the Academy
- Pursue OpenEdge developer certification where applicable





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Accessible Investment

Progress Academy gives Developers practical exposure to the core skills needed to work in OpenEdge environments.

Participants build key knowledge across areas, such as:

- OpenEdge platform fundamentals
- ABL essentials
- OpenEdge database concepts
- Application architecture
- Progress Application Server (PAS) for OpenEdge
- Progress Developer Studio for OpenEdge (PDSOE)
- Object-oriented programming
- ProDataSets
- REST and integration concepts
- Responsible use of AI assistance for ABL

A practical and proven way to build OpenEdge capability without creating a custom and expensive training program from scratch…

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…

Any questions?



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If you think education is expensive, try ignorance.

Derek Bok

Educator and Former President of Harvard University

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Affordable Price

What does it take to become an OpenEdge Developer?

- Complete approximately 150 hours of time investment and hands-on learning through Progress OpenEdge Academy
- Gain practical experience with OpenEdge Integrated Development Environment, tools, technologies and best practices
- Earn industry-recognized credentials that help validate your OpenEdge expertise



Investment:
150 hours /
€1,500 /
£1,400 /
AUD $2,250 /
USD $1,696

Do your math! ( ) ...

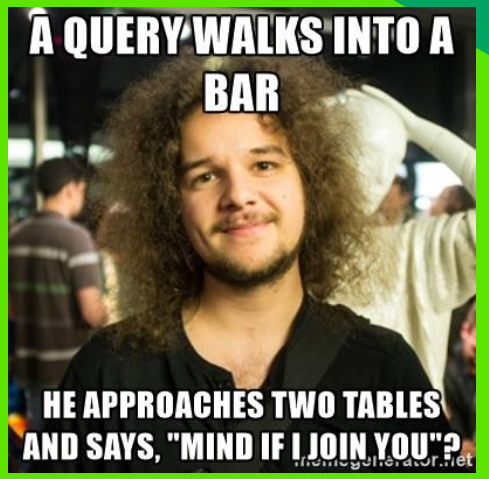
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How to Join the Progress Academy

If you are looking to build new OpenEdge talent, strengthen your current team or create a more structured onboarding path, follow the steps to join the Progress Academy:

1. Visit the Progress Academy page: https://www.progress.com/services/education/progress-academy
2. Review the OpenEdge Academy details
3. Identify potential participants from your team
4. Talk with Progress about the right learning path or cohort option.
5. Requirements: PEC access, Remote Desktop Protocol (RDP-ready) system and ... enthusiasm to learn! A bit of self-irony is a plus...

Scan Me!



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Certifications & Learning Paths

Confidence through measured capability

Learning Paths

- Role-based journeys: Developer, Admin, Technical Architect, ...
- Clear progression from fundamentals to advanced topics

Certifications

- Objective validation of knowledge
- Common benchmark for teams and partners after skill assessment

Value to Leadership

- Visibility into team readiness
- Reduced dependency on individual experts
- Supports governance and compliance discussions

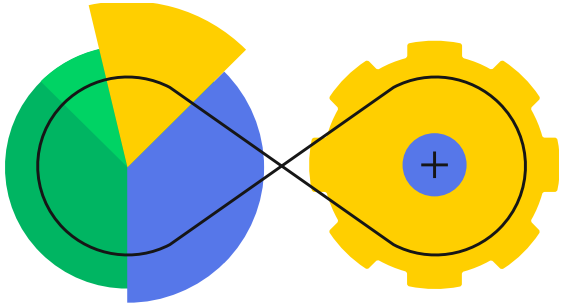
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Community & Collaboration

Dynamic learning on continuous enablement

OpenEdge skills need to evolve as technology, applications and development practices evolve. Progress Education dynamically supports continuous learning through:

- Community resources
- Ongoing access to learning materials
- Peer and expert knowledge sharing
- Reinforcement through real-world use cases
- Connection to the broader Progress Community

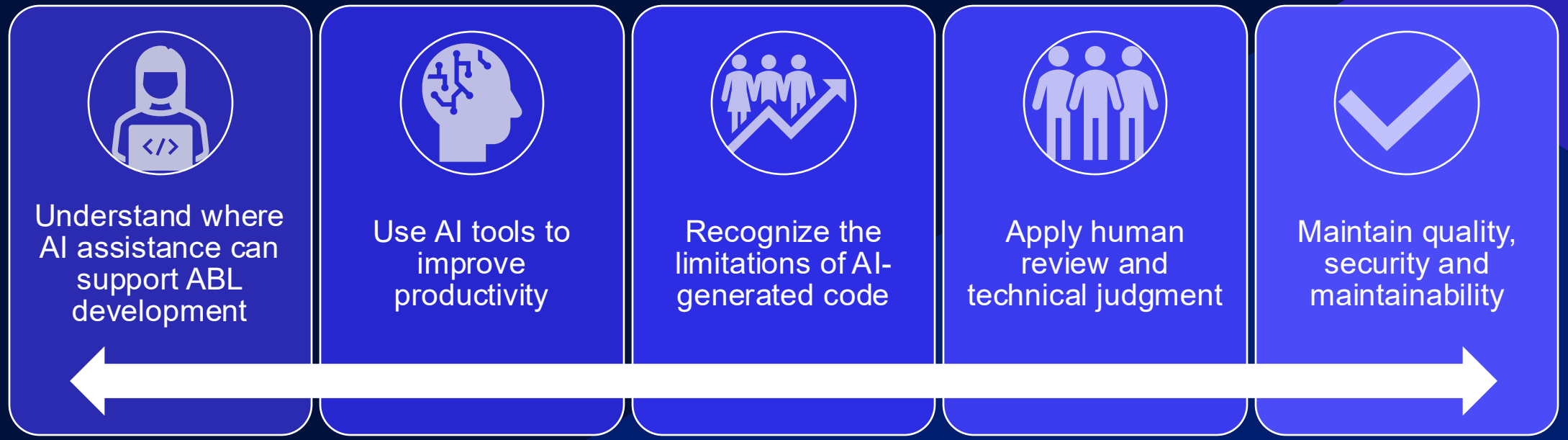


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New AI-Focused Learning for OpenEdge Developers

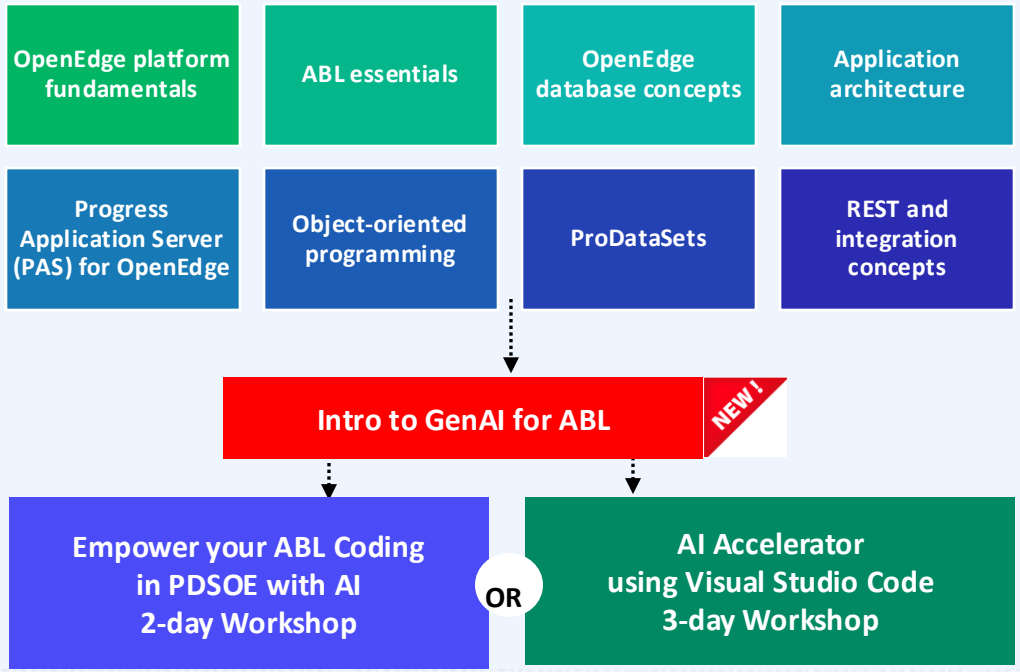
As AI becomes part of the development workflow, OpenEdge developers need to understand how to use AI tools effectively and responsibly.

New AI-focused learning opportunities help developers:



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New AI-Focused Learning for OpenEdge Developers



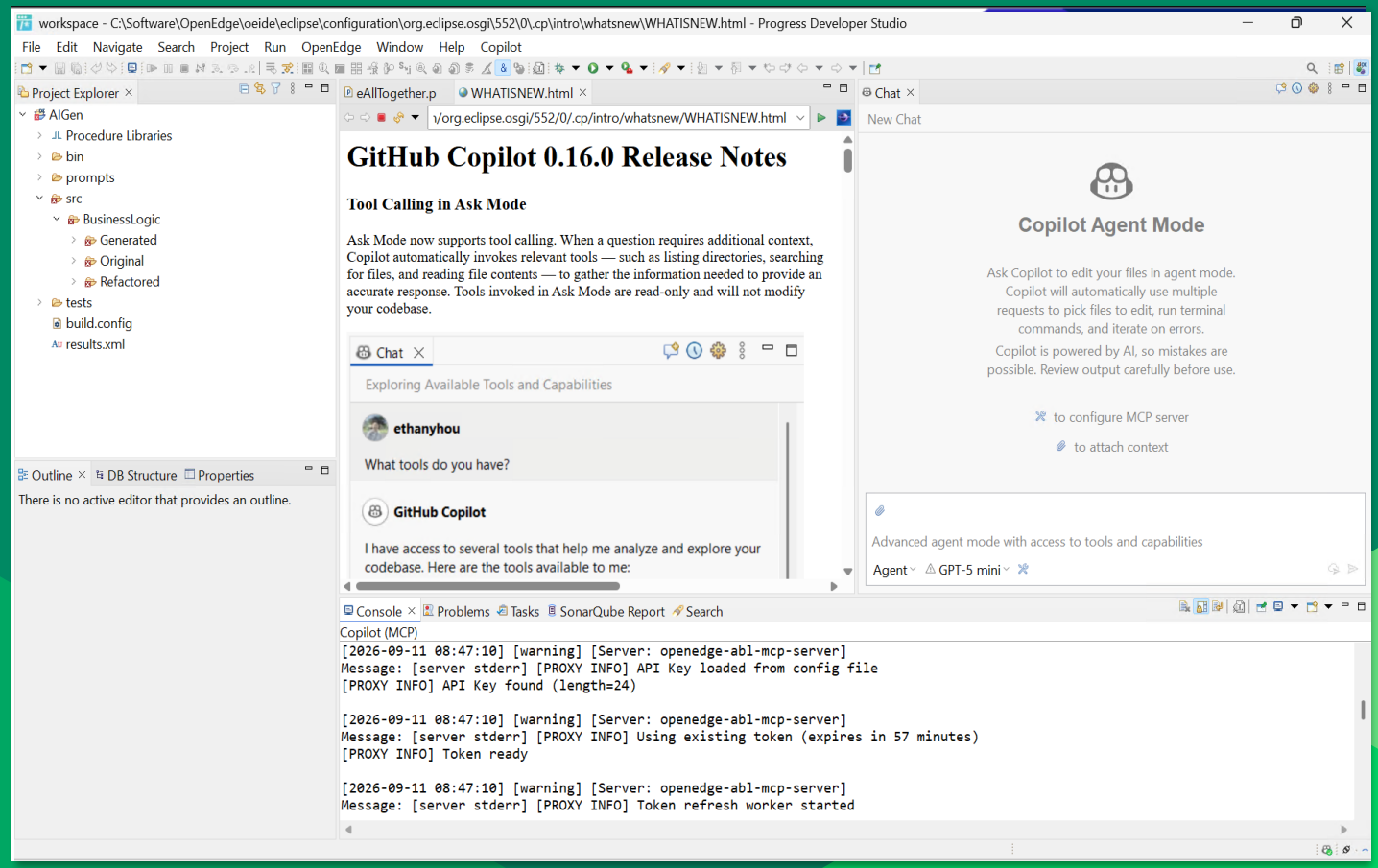
Developer Training:
Choose Your ABL Development Environment

Two paths. One goal: more productive OpenEdge development with AI.

By the end of either workshop, participants will be able to confidently integrate AI assistants into their daily development activities, understand the strengths and limitations of AI-generated ABL code, and apply AI responsibly to increase productivity while maintaining engineering quality and professional judgment.

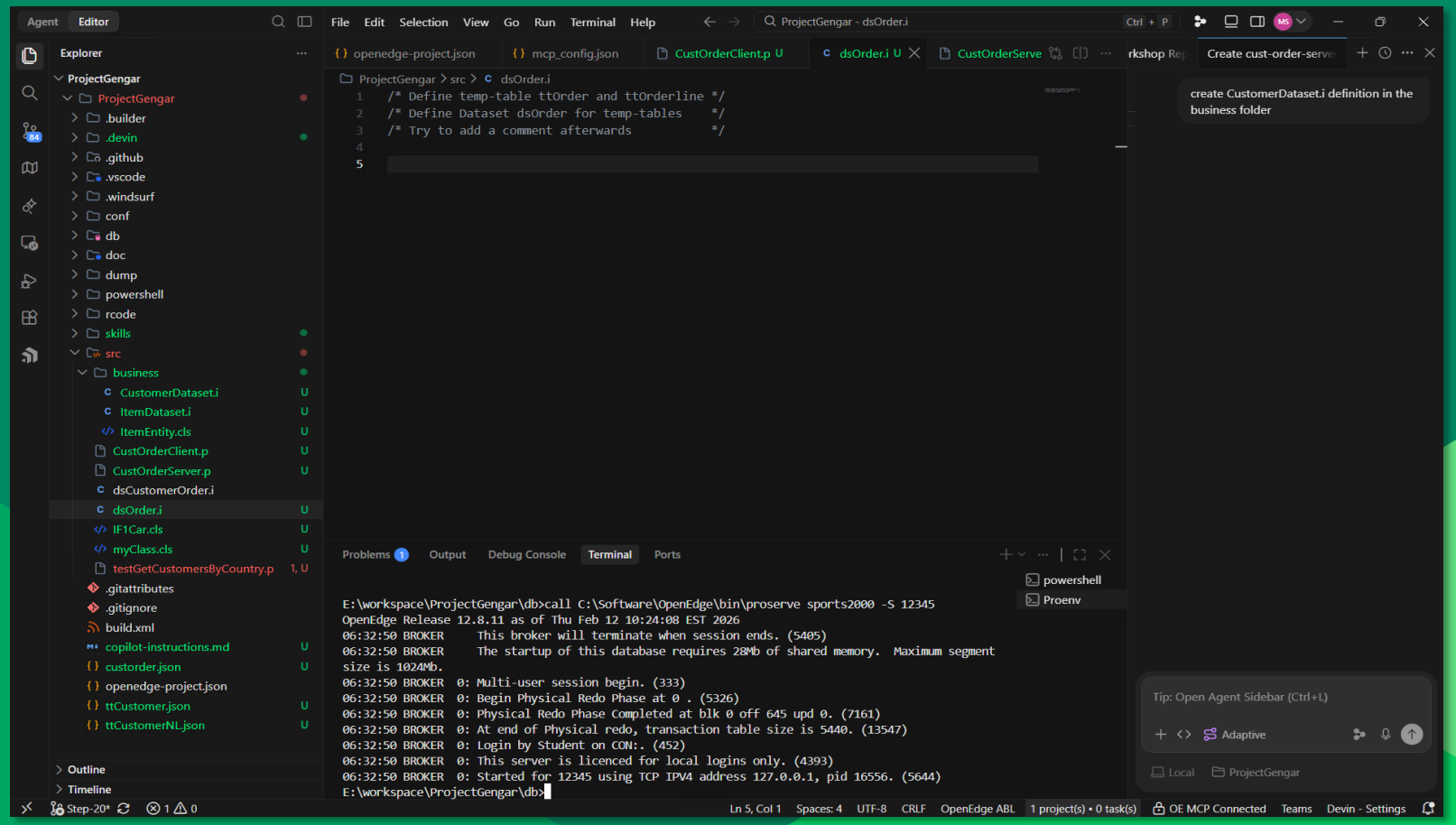
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Empower Your ABL Coding in PDSOE with AI



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AI Accelerator for ABL with VS Code



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So, what do you choose?



PDSOE 12.8 + AssistAI = Integrated AI chat. No MCP capabilities.

PDSOE 13.x + OpenEdge AI Assistant + GitHub Copilot plugin = AI-powered (MCP-enabled) OpenEdge development.

Developers continue working within the supported, familiar and extensible Eclipse pluggable workflow in a pragmatic way.

- It creates a gradual migration path toward Agentic development, rather than forcing an immediate move to a new IDE.

- **VS Code + OpenEdge AI Assistant + Extensions** = future-proof, polished, and streamlined OpenEdge development plus native MCP-driven Agentic workflows in an extensible IDE.

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Key Takeaways

OpenEdge talent development is a business priority.

Progress Education helps Your organization:

- Build new developer talent
- Strengthen existing OpenEdge teams
- Support modernization initiatives
- Reduce knowledge concentration risk
- Validate skills through structured learning and certification
- Prepare developers to use AI responsibly

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Thank you for your time!

- If you are concerned about OpenEdge talent, onboarding, succession planning or modernisation readiness…
- If you have a clearer view of the learning options available…
- If you feel prompted to think about an OpenEdge bright future…
- Please stop by the Progress booth to learn how to win the OpenEdge talent challenge in your organisation!



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Thank you!

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News You Can Use

- Learn how to access the **OpenEdge AI Assistant**
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