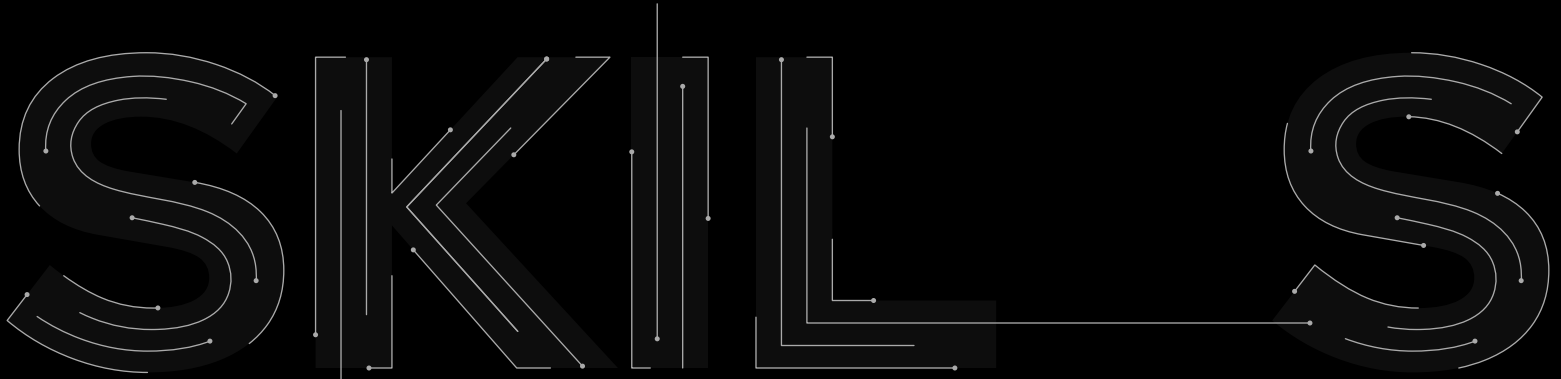# Closing the skills gap

Attracting and retaining
open source talent

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Demand for hybrid and multicloud talent will continue to outpace supply

The Red Hat Ascend Skills Network closes the open source skills gap

Global demand for open source services is expected to expand at a compounded annual growth rate (CAGR) of 18.4% through 2026, more than doubling the market size to US $50 billion.[1] With 93% of employers reporting difficulty finding sufficient talent with open source proficiency, the skills gap will only grow over time.[2] Organizations that address this issue now will develop a competitive advantage over those that fail to offer relevant, engaging training programs.

93%

of employers report difficulty finding sufficient talent with open source proficiency[2]

The Red Hat® Ascend Skills Network is a continuous enablement program to equip learners with the knowledge, tools, and skills needed for them to become practitioners of Red Hat technologies. In the Ascend Skills Network Journey, the learner is offered role-specific paths and gains access to technology training, tools to become practitioners, and a community of like-minded experts.

Why launch **Red Hat Ascend** Skills Network for your organization

Enable, engage, and equip your team with the skills they need to succeed

62%
desired more training opportunities

52%
wanted employers to cover the cost of certifications

73%
believed it would be easy for them to find a new position

When asked what employers could provide to make them more successful, 62% of open source professionals desired more training opportunities and 52% wanted employers to cover the cost of certifications.[2] Meanwhile, 73% of those same professionals believe it would be easy for them to find a new position.[2]

In this increasingly competitive talent landscape, organizations that offer meaningful continuous learning opportunities are more likely to retain critical talent.
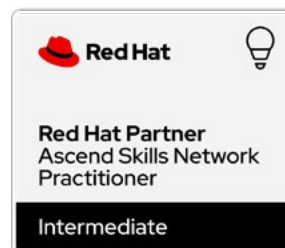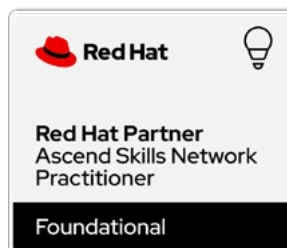
Enable your journey with formal online learning
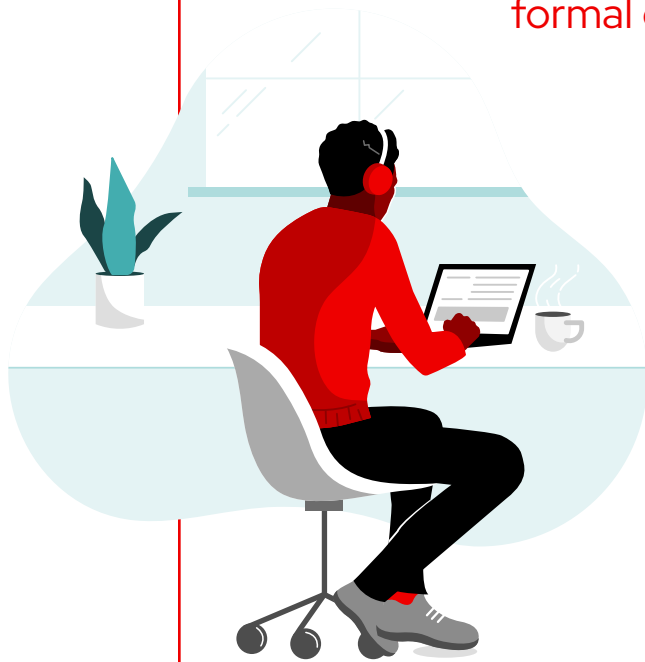
Red Hat offers online, self-paced courses focused on successful customer implementations and use cases. Since 2013, Red Hat has enabled partner organizations through the Red Hat Partner Training Portal, a training and credential platform designed to empower partners and supply them with reliable guidance to support sales, improve customer service, and deliver Red Hat solutions. Partner associates can access more than 60 credential paths in a variety of languages via web or mobile devices using their Red Hat Partner Connect login.

The Red Hat Ascend Skills Network offers continuous learning and credential opportunities at no cost to the partner organization. You can achieve credentials and the Red Hat Ascend certificate of recognition at three levels: foundational, intermediate, and advanced. Those with existing open source skills can take an assessment to begin the enablement and credential journey at the intermediate or advanced level. With the successful completion of each learning path, learners receive a digital badge to promote their skills, an official Red Hat credential badge, and listing in the database of Red Hat Ascend skilled practitioners.

You can achieve credentials and the Red Hat Ascend certificate of recognition at three levels: foundational, intermediate, and advanced.

Red Hat	Red Hat	Red Hat
Red Hat Partner Ascend Skills Network Practitioner	**Red Hat Partner** Ascend Skills Network Practitioner	**Red Hat Partner** Ascend Skills Network Practitioner
Foundational	Intermediate	Advanced

Engage with peers, mentors, coaches, and subject matter experts

The Red Hat Ascend Skills Network engages learners with simulated scenarios, demos, practice sessions, and presentations by subject matter experts. Learners participate in virtual tech days and webinars to learn about the latest advancements in technology.

Red Hat helps partner organizations create communities of practice that encourage Ascend cohorts to become mentors and advocates of open source technologies. The Red Hat Ascend Skills Network continuously engages developers by connecting them with communities of practice within partner organizations, allowing them to collaborate on real-world projects that enhance their skills. Red Hat actively contributes to code and creates products from these upstream projects. By creating a learning environment that promotes the open exchange of ideas, you accelerate digital transformation and facilitate innovation.
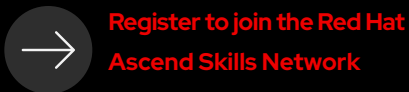
Equip your talent with new skills through experiential learning

Join the Red Hat Ascend Skills Network today at no cost

→ **Register to join the Red Hat Ascend Skills Network**

Once you register, a Red Hat representative will be in touch to schedule a skills gap assessment and get you started on your custom learning path.

Organizations that provide open source professionals with experiential training opportunities will be better prepared to innovate, adapt, and deliver. Through the Red Hat Ascend Skills Network, learners receive on-the-job training in virtual environments and sandboxes. Ongoing participation in these hands-on activities introduces them to emerging technologies and helps them retain and apply knowledge.

Experiential learning prepares developers to deliver a broader range of open source solutions. Developers gain valuable experience in cloud ecosystems and learn how to build and run applications using the full range of Red Hat technologies. By equipping learners with the latest technology and expertise, developers gain project-ready skills to meet the accelerating pace of change.
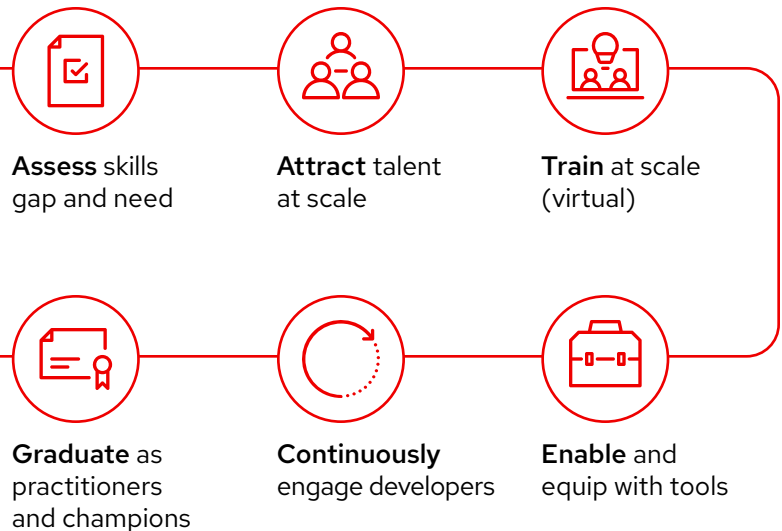
Align skill development to achieve strategic business outcomes

Assess your skills gap and design your
learning path to close it
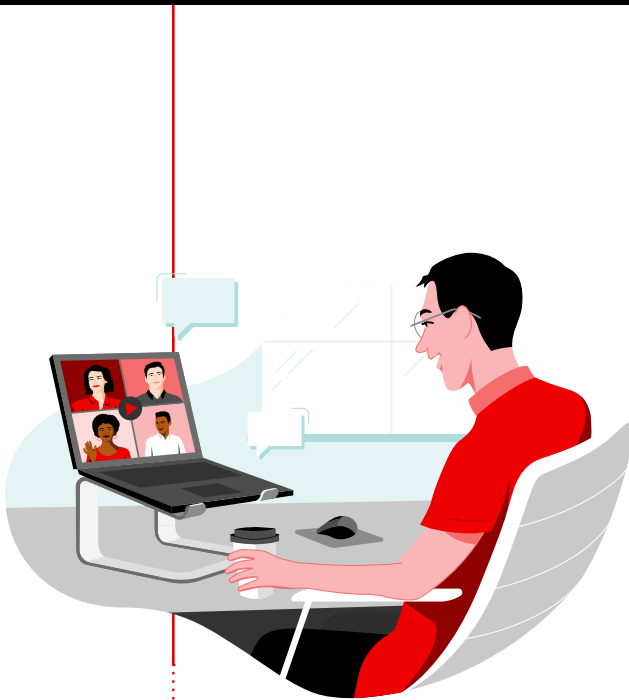
The Red Hat Ascend journey begins with a skills gap assessment that allows you to develop a custom learning path designed to support your business objectives. The Red Hat Ascend Skills Network assembles curated resources, experts, and curriculum to onboard and train talent at scale. Red Hat also equips your team with specific tools and technology to deliver solutions for the industry verticals your organization serves.

Red Hat Ascend Skills Network enablement process

Assess skills gap and need

Attract talent at scale

Train at scale (virtual)

Graduate as practitioners and champions

Continuously engage developers

Enable and equip with tools

Every role in **your organization** benefits from open source training

Create a culture of learning to stay ahead of rapidly changing technology

Attract and retain top developers

The Red Hat Ascend Skills Network helps you attract and retain open source developers at scale by delivering the experiential learning and certifications they demand. Providing them with opportunities to interact with other Red Hat partners and experts enables your digital transformation.

Empower sales engineers and architects

Sales engineers and architects gain access to use cases and real-world scenarios that help them stay abreast of changing market demands. Battle cards, reference architectures, and validated patterns enable them to confidently handle objections from customers. They also have access to on-demand, curated webinars, conferences, and resources that make them more self-reliant.

Transform salespeople into trusted advisors

Your customer-facing sales team will gain skills that help them spot upsell and cross-sell opportunities and close more deals. They will gain new insights to better articulate the value of cloud and container technologies, making them trusted advisors to their customers. As thought leaders, your sales team will better understand a customer's business and identify innovative ways to help them grow it.

Your **teams can join** the Red Hat Ascend Skills Network today at no cost

→ **Register to join** the Red Hat Ascend Skills Network

→ For more information, contact **redhatascend@redhat.com**

1 Markets and Markets."Open Source Services Market Global Forecast," September 2021.
2 The Linux Foundation. "10th Annual Open Source Jobs Report," June 2022.