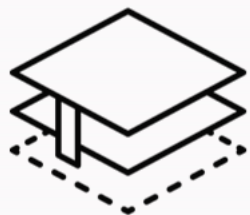


<epam>

# WELCOME to EPAM CAMPUS



Program Overview

MAY 2025

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# WHY we invest in education

A modern office interior with glass partitions. In the foreground, a person is seated at a desk with two large monitors, viewed from behind. The office has a high ceiling with recessed lights and exposed brick walls. In the background, another person is standing near a whiteboard, and a group of people is seated at a table. The overall atmosphere is professional and collaborative.

**EPAM** is a Global Software Engineering  
Product Development  
Consulting  
Innovation  
Design  
**Talent Growth Company**





WHY WE INVEST IN EDUCATION

# Our business strategy hinges on **attracting, developing, and retaining best-in-class talent**

Engineering Excellence DNA and a relentless focus on results are core to EPAM's identity. Clients, investors, and analysts often ask how did we create our unique culture and uncommon pool of talent. The answer is relentless focus on talent.

Long ago, we learned that people, not code, are the secret to success in the modern organization. That's why we have spent more than 20 years and tens of millions of dollars investing in creating a company that attracts, develops, engages, and retains some of the world's top technology minds.

## CHALLENGES WE ADDRESS

### KNOWLEDGE GAP

Partnerships help bridge the gap between academic curriculum and current market needs.

### SKILLS GAP

Trainees gain real-world experience through hands-on assignments and mock projects with global teams of mentors.

### TALENT SHORTAGE

EPAM programs create pools of junior specialists via self-paced training, mentoring, and hands-on projects supervised by IT experts.

# WHAT is EPAM Campus

## WHAT IS EPAM CAMPUS

**EPAM Campus** is a global educational service aimed at assisting beginners of various ages and professional backgrounds in starting their IT careers.

### Target audience:

- Students and graduates of technical universities
- Specialists experienced in other industries who decided to switch to IT.



**Collaboration  
with Universities**



**Free Open  
Training Courses**



**EPAM Laboratories**



**Onboarding into  
Project Work**



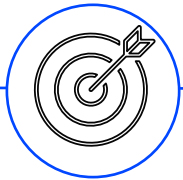


# HOW do we make it work

## HOW DO WE MAKE IT WORK: PROGRAM STEPS

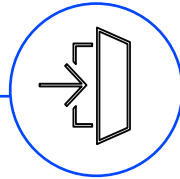
1

**TECH CAREER  
ORIENTATION**



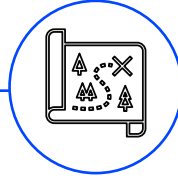
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**ENTRY  
ASSESSMENT &  
ENROLLMENT**



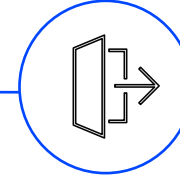
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**PERSONALIZED  
LEARNING  
JOURNEY**



4

**POST-  
TRAINING  
ASSESSMENT**



5

**EMPLOYMENT**



# HOW DO WE MAKE IT WORK: TRAINING STAGES

## Basic

At this level, you're new to the IT industry and seek to learn key tech terms, concepts and computer science basics. Feel free to join our self-paced program to lay the foundation for choosing your future IT career path.

Self-study materials

Online format

~2 months

Up to 15 hrs/week

## Beginner

At this stage, you are already familiar with IT basics and have chosen your preferred direction. Let's move on to acquiring necessary theoretical knowledge to advance to practical assignments.

Self-study materials and trainers' facilitation

Online format

~2-3 months

Up to 20 hrs/week

## Fundamentals

At this level, you have laid the theoretical groundwork and are ready for hands-on application of the concepts learned. Choose our fundamentals-level programs to structure your knowledge and get practical skills.

Self-study materials, webinars and group supervision

Online format

~2-3 months

Up to 20 hrs/week

## Specialization

### in EPAM Laboratory

At this level, you possess profound theoretical and practical knowledge but you need to broaden your skills to meet current market demands and gain hands-on experience on real-world projects. Choose our programs to fine-tune your proficiency and practice advanced tools and enterprise-level development methodologies.

Project-based learning with individual or group mentoring

Online format

~3+ months

Up to 30 hours/week

## HOW DO WE MAKE IT WORK: LEARNING TECHNOLOGY

[CAMPUS.EPAM.COM](https://campus.epam.com)

- Career orientation
- Course announcements
- Application process management

[LEARN.EPAM.COM](https://learn.epam.com)

- Pre- & post-assessments
- Learning paths
- Course progress & completion tracking

**200,000+**  
participants

**30+**  
directions

# Start your IT journey with us

We will help you gain market-oriented skills to jumpstart your career and lead in a technology-driven future.

[Find a program](#) [Pass the navigation test](#)

Define your professional goal and generate your **individual AI learning path**

**GAIN SKILLS NOW? ASK ME HOW**

**Demand-following**  
Gain the most in-demand skills in the company to enhance your competitiveness

**Upskilling**  
Boost your efficiency by exploring professional topics or upgrading your skills

**Technical and Technology**

**Soft skills**

**Leadership**

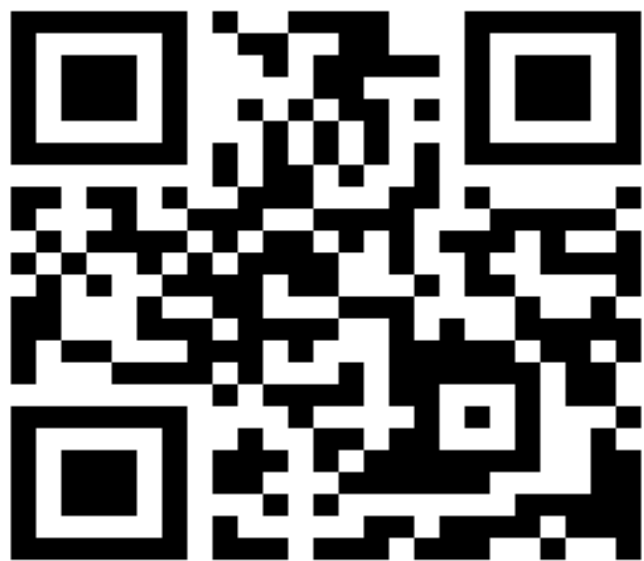
**Language skills**

**Industry Domains**

**Other**

## HOW DO WE MAKE IT WORK: LEARNING TECHNOLOGY

[CAMPUS.EPAM.COM](https://campus.epam.com)



[LEARN.EPAM.COM](https://learn.epam.com)





## HOW DO WE MAKE IT WORK: PARTNERSHIP FORMATS

Sharing EPAM Curriculum,  
Self-Paced Content &  
Assessments

Delivering and/or co-  
delivering facilitated  
courses

Train-the-trainer programs  
for academic staff

Guest lectures, workshops,  
conference presentations

Participation in student  
assessments

Participation in job fairs

## HOW DO WE KNOW IT WORKS



Award-winning ecosystem  
for external training

2K+

Junior Specialists  
hired through training

5K+

Training graduates

160+

Education partners

# **OTHER EPAM education programs**

# EPAM Global Education

we address learning needs of various audiences



**01**

Kids, Youth  
and Seniors



**02**

Prospective Learners  
and Academic Partners



**03**

Prospective  
Employees



**04**

Employees  
and IT Professionals



**05**

Clients

## Kids' Programs

Investment in children's education always pays the best interest in terms of our collective future.

EPAM global IT educational programs for kids are currently being implemented in 20+ countries of the company's presence.

### Target audience:

- Children and youth aged 8 to 18



**eKids + eKids  
Garage**



**Pathway to Tech  
Future**



Direct communication with practicing mentors allows to shape an idea about IT professions from an applied standpoint, while also receiving first-hand answers to tricky questions that children are eager to ask. By sharing our knowledge in a fun gamified environment, we are investing in the potential of the world's next generation of engineering elite.



# Corporate L&D

**Learning & Development Department (L&D)** helps **employees** in every EPAM location achieve professional development goals through valuable learning opportunities.

## Target audience:

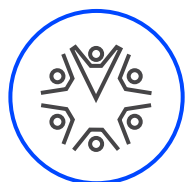
- EPAM employees



**Engineering  
Development Programs**



**Soft Skills**



**Leadership Skills**



**Language Skills**



...companies who **effectively nurture their workforce's desire to learn** are at least 30% more likely to be market leaders in their industries over an extended period of time.

— BERSIN BY DELOITTE

# ESDE

Based on EPAM's deep engineering expertise and learning design experience, the **EPAM School of Digital Engineering (ESDE)** equips students with the skills they need to successfully land an engineering job after graduation

## Target audience:

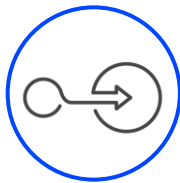
- Bachelor's degree – prospective students
- Master's degree – students with basic IT knowledge, or BS degree in CS
- Life-Long Learning (LLL) courses – post graduate students



**Bachelor's Degree Programs**



**Master's Degree Programs**



**Life-Long Learning**



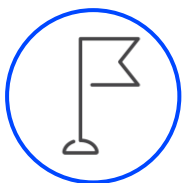
The EPAM School of Digital Engineering (ESDE) is an innovative, global digital educational project that leverages our cutting-edge technology expertise and academic experience to provide full-scale Bachelor's and Master's degree programs in software engineering. In cooperation with universities worldwide, ESDE offers a modern curriculum that is modular, flexible and practice-oriented

# Executive Leadership Education

Today's successful companies require leadership that transcends traditional management disciplines. Data and AI literacy, creativity, agility and the ability to recognize transformative opportunities are the new critical skills of leadership. Our award-winning leadership development programs help your executives embody and lead change initiatives through a unique combination of training, practical tasks and implementation advisory.

## Target audience:

- Clients



## Leader Education

Equips IT leaders with the digital, data and leadership skills to drive strategic change



## Practitioner Programs

Grow in-house technical, engineering, digital, innovation, product, and data capabilities



## Digital Readiness

Programs for the business ensure a shared foundation so IT and the business work together



## Talent Accelerators

Orient and drive IT employees  
immediate and long-term tech  
and digital skill development



## Talent Insights

Are possible with a data layer that work on top of client's existing talent software platforms



We enable our clients to align skills with business strategy and digital transformation imperatives. We have seen companies succeed (and fail) in this effort and learned that the most effective approach has three prongs.

# Thank you!

For more information, contact

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