



AMAZON IS COMMITTED TO LAUNCHING CAREERS

Start an hourly job and build a career — with us or elsewhere.



Amazon believes everyone should have the opportunity to learn new skills and build their career – whether that means at Amazon or in other industries. We've made a \$1.2 billion commitment to upskilling our employees by investing in multiple programs designed to help our people learn, adapt, and excel – in life.

Our approach to your success focuses on three areas:

Higher Education Support

Apprenticeships & Certifications

Mentorships & Learning Skills

Career Choice

An innovative upskilling program that provides tuition support and training in high-paying, in-demand fields.

- **College**

Education options that allow Amazon employees to start or continue earning credit towards a degree.

- **Pathways**

Education and job training to help Amazon employees find a new job at Amazon or elsewhere.

- **Foundations**

English Language and other foundational skills to help Amazon employees excel in their current role.

Robotics Management Apprenticeship

Learn the world of robotics and mechatronics within Amazon. There's a potential to receive up to 40% more in pay with completion of the training.

User Experience Design and Research Apprenticeship

A one-year, instructor-led training program that offers employees the opportunity to learn and develop skills in research and design.

AWS Grow Our Talent

On-the-job training to help Amazon employees with nontraditional backgrounds to innovate within Amazon Web Services (AWS) data centers.

Amazon Technical Academy

A free, nine-month training program that gives Amazon employees the essential skills to transition into entry-level software developer engineer roles within Amazon.

Mentoring Programs

Structured, one-on-one relationship programs offered to newer associates and even current or prior members of the military to connect Amazonians throughout the organization with the goal of increasing knowledge and skills to improve social networks inside Amazon.

To learn more, go to:

amazon.com/careers-now