



TECH TALENT TRAINING PROGRAM 2026

1. About the Program

The Tech Talent Training Program is an intensive industry-focused training initiative designed to bridge the gap between academic learning and real-world technology practices.

Through a combination of technical training, project simulations, Agile methodologies, and professional development, candidates will gain practical skills and hands-on experience to prepare careers in the technology industry.

The program is designed for the following career tracks:

- Software Developer (DEV)
- Business Analyst (BA)
- Quality Assurance Engineer (QA)

2. Training Schedule

Duration: Approximately 3 months

Training Hours: Monday – Friday, 9:00 AM – 5:00 PM

Expected Commitment:

- Full-time participation throughout the training period
- Team collaboration and project assignments
- Active engagement in learning activities and assessments

Learning Experience

Throughout the program, candidates will have the opportunity to:

- Learn industry-standard tools, technologies, and methodologies
- Experience Agile software development practices
- Work on real-world project simulations
- Develop problem-solving, communication, and teamwork skills
- Receive guidance from experienced professionals

3. Graduation Requirements

Candidates will be considered to have successfully completed the program if they:

- Achieve satisfactory performance throughout the training period
- Successfully pass the required assessments
- Meet the minimum attendance requirement (75-80%)

4. Career Opportunities

Candidates who successfully complete the program and meet AvePoint's hiring requirements may be considered for full-time employment opportunities at AvePoint.

A full-time employment offer may be extended if:

- AvePoint determines that the candidate meets hiring requirements; and
- The candidate accepts the employment offer.

5. Training Fee Policy

Training Fee: Approximately VND 60,000,000

The training fee will only be applicable after completion of the program and only if the candidate:

- Successfully completes the training program;
- Receives a full-time employment offer from AvePoint; and
- Accepts the employment offer.

No training fee will be charged if a candidate does not receive or accept a full-time offer.

There are no additional fees beyond the training fee stated above.

6. Payment Method

Candidates who join AvePoint after the program may pay the training fee through a salary deduction plan over a period of up to 12 months.

Further details regarding the payment process will be communicated before program completion.

7. Estimated Program Start Date

- DEV & BA Cohorts: August 2026
- QA Cohort: September 2026

Please note that the above dates are tentative and wait for final confirmation.

8. Final Note

The Tech Talent Training Program is designed to equip aspiring technology professionals with practical knowledge, hands-on experience, and industry-ready skills.

We look forward to supporting your journey toward becoming a future technology professional with AvePoint.