



VIETNAM TECH TALENTS REPORT

2023 Vietnam IT Market Report By TopDev

Q3/2023 - <https://topdev.vn>

CEO'S MESSAGE



Recession is the most common topic in the world this year, and Vietnam also has more challenges to overcome. The recession has led to significant changes in the recruitment market and employment practices, especially in the technology sector.

Even in the overall declining job market, some industries still showed strong investment and positive movements. In particular, **financial/ fintech, global outsourcing, and artificial intelligence (AI) technology companies** continued innovation and aggressive investment, and aggressive recruitment in the job market. However, other industries are still cautious about hiring, especially the atmosphere of hiring fresher has decreased. Given the global megatrend, this momentum is not expected to be dampened for the time being.

The behavior of tech talents is also being detected in conjunction with the economic downturn. As the market becomes more difficult, tech talents face the need to **focus on their core values and long-term career goals**. The era of frequent turnover or relying on superficial skills and limited experience has disappeared, and the market has come to demand talented people with **strong technology, business minds, and essential expertise**. As a result, high-level talent faces high demand as companies seek to hire skilled professionals with abundant knowledge and experience.

Eventually, **these changes in the market will lead to changes in the future HR market**. The search for more fit companies and tech talents is expected to be more cautious and longer, and the growth of the HR industry will also take place in the process. Companies will become stricter and more careful in evaluating their talents, and candidates will also strive to acquire diverse information about companies in choosing. As these demands are reflected in the HR market, the job market will develop for more advanced and efficient procedures in the near future.

I firmly believe that **big changes and movements lie ahead of us**. In addition to the economic downturn, the rapidly changing digital revolution and artificial intelligence-based technologies after COVID-19 pose many challenges in the HR market. In this big wave of change, we will have to work to **better understand business and people**. As well as changing technologies, this mutual understanding will greatly contribute to the development of our society, industry, and nation.



Park JongHo
CEO - TopDev

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1. VIETNAM OVERVIEW

Socio-economics indicators
Population, employment figures, labor force, trade, FDI & ICT Industry





POPULATION

100M (April 2023)

99.46M (2022) **98.51M** (2021)

Ranked 15th among the most populous countries in the world, 8th in Asia and 3rd in SEA (after Indonesia and Philippines).

GDP

\$409B (2022)

\$366.14B (2021)

GROWTH RATE **8.02%** (2022)
2.58% (2021)

GDP in 2022 achieving the highest increase in the period 2011-2022 due to the economic recovery.

LABOR FORCE AGED FROM 15 YEARS AND OVER

52.3M **51.7M** (2022)
50.5M (2021)

(6M/2023) INCREASED BY 1.8M COMPARED TO 2021

UNEMPLOYMENT RATE OF LABOR FORCE

2.27% **2.32%** (2022)
3.22% (2021)

URBAN 2.79% - RURAL 2.02% (2022)
URBAN 4.42% - RURAL 2.48% (2021)

50.1% Female | 49.9% Male
37.3% Urban | 62.7% Rural

Rate at birth: 112 Male births | 100 Female births
The total fertility rate in 2018-2022:
2.05 - 2.09 - 2.12 - 2.11 - 2.01 children/woman,
respectively.

GDP PER CAPITA

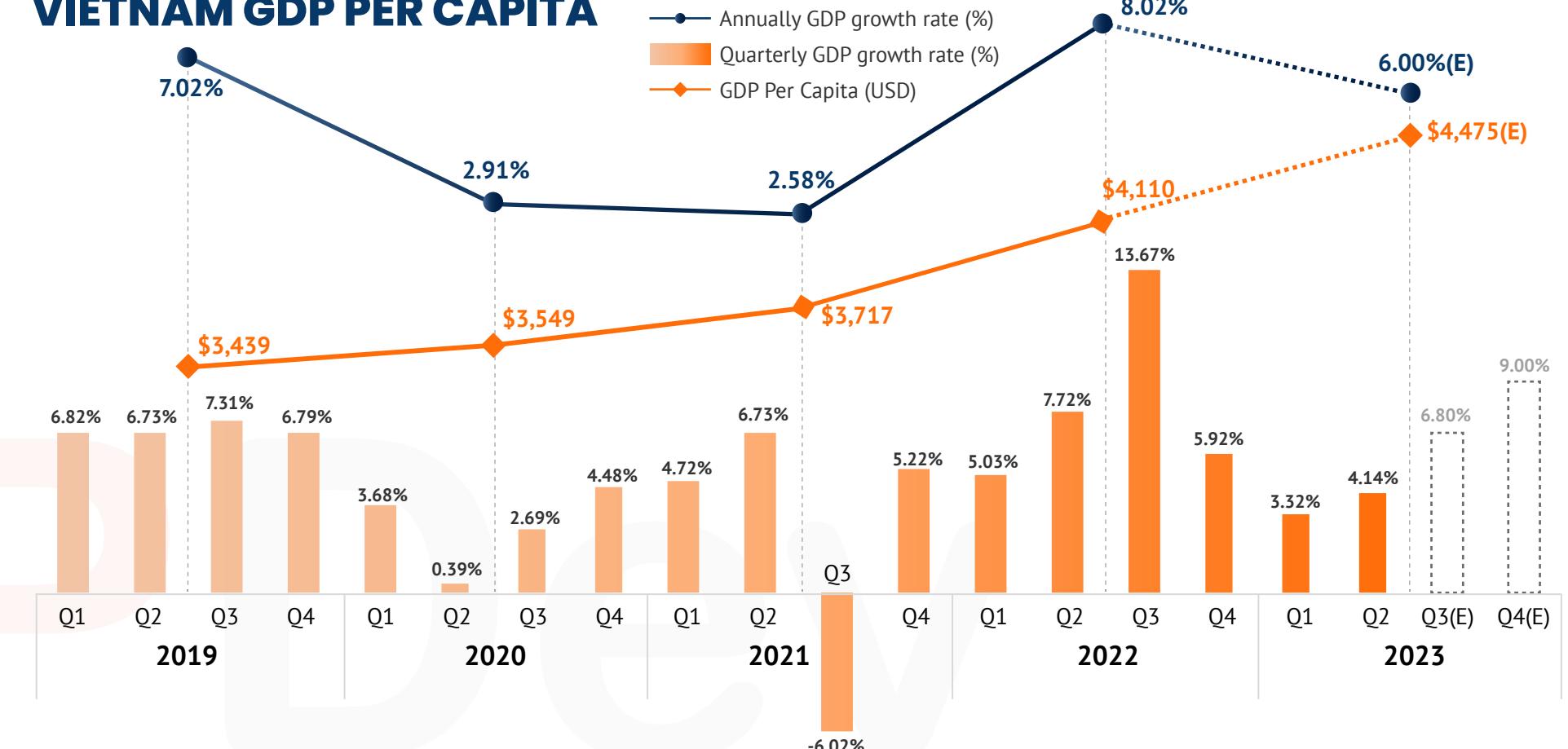
\$4,110 (2022)

\$3,717 (2021)

Labor productivity of the whole economy in 2022 at current prices was estimated at \$8,083/employee, up \$622 compared to 2021)

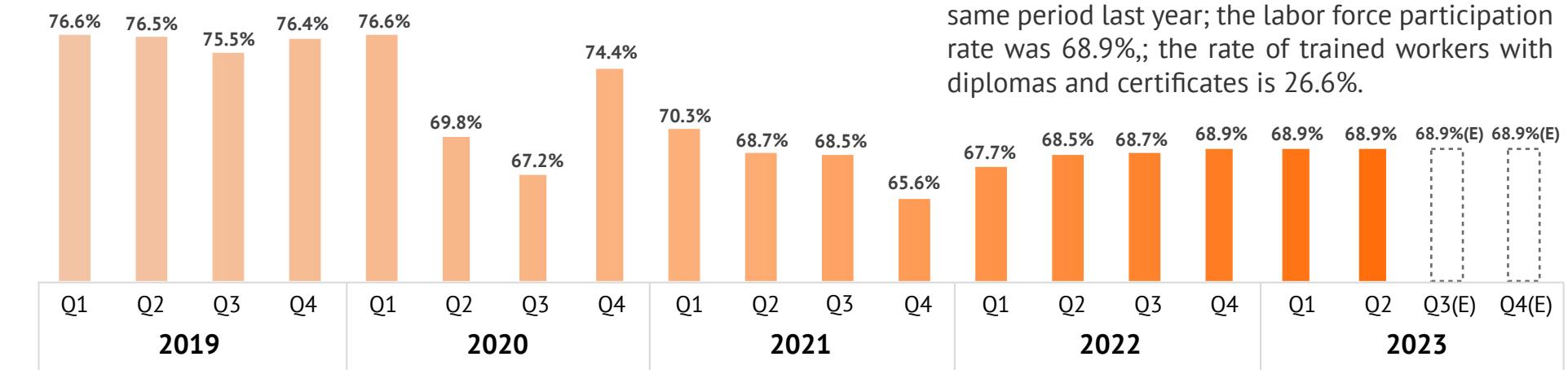
8 TIMES COMPARED TO \$498.58 IN 2000

VIETNAM GDP ANNUALLY & QUARTERLY GROWTH RATE VIETNAM GDP PER CAPITA



in the first 6 months of the year, GDP increased by 3.72%, just higher than the 1.4% growth rate of the first 6 months of 2020 in the period 2011-2023. The world economy in the first 6 months of 2023 faced many difficulties and challenges, the Russia-Ukraine war lasted, global inflation, although cooled down, remained at a high level, the Central Bank of governments of many countries still pursue tight monetary policies, which have strongly affected economic growth, investment, and consumption. Many large economies, including our country's important trading partners, have slowed down and even fallen into recession. International organizations forecast global economic growth in 2023 to slightly increase compared to forecasts from the beginning of the year but still lower than the growth rate in 2022 by 0.2 to 1 percentage point.

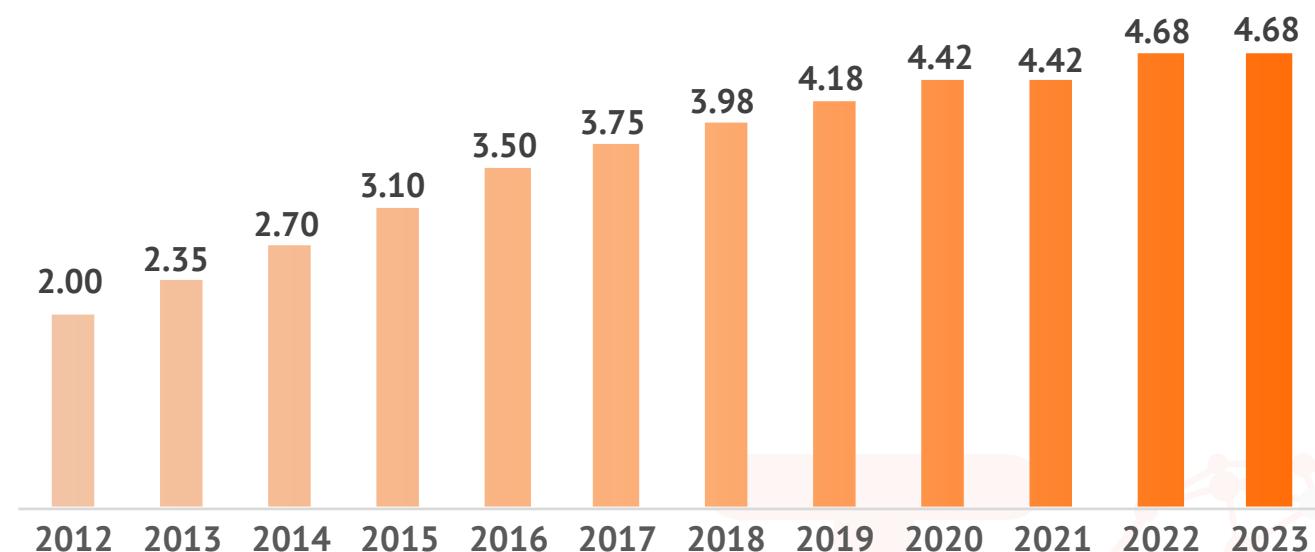
LABOR FORCE PARTICIPATION RATE (%)





Vietnam Minimum Wages Changes

[Region I, unit: million dong]



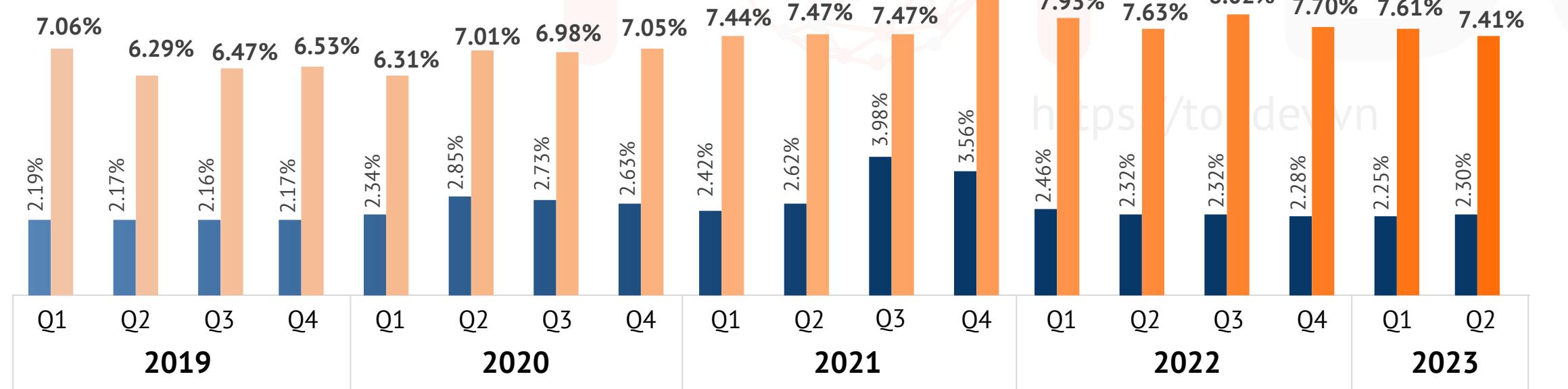
Minimum Wages in Vietnam remained unchanged in 2023 while there has been an adjustment regarding the basic salary.

On 14 May 2023, the Vietnamese Government issued Decree No. 24/2023/NĐ-CP ("Decree No. 24") regarding the basic salary which is also known as general minimum wage (GMW), for cadres, civil servants, public employees and the armed forces, which took effect on 1 July 2023 and supersedes Decree No. 38/2019/NĐ-CP dated 9 May 2019. Decree No. 24 specifically provides that the GMW will be increased from VND 1,490,000 to VND 1,800,000.

The lowest and highest rates used as the basis for payment of compulsory social insurance premiums will be VND 2 million and VND 36 million, respectively.

Vietnam Unemployment Rate

[unit: %]

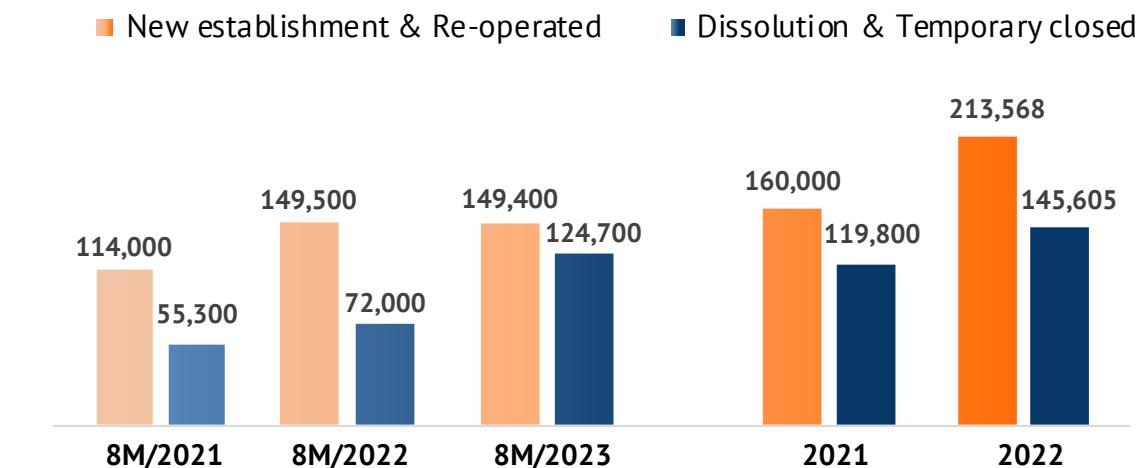


The labor force tends to increase, but the labor and employment market continues to face many difficulties and challenges mainly due to the lack of production orders by enterprises. Viet Nam's labor market experienced positive growth in the first half of 2023 as evidenced by an increase in the labor force and employment rates, along with a decrease in unemployment and underemployment rates. Wages also showed improvement. Vietnam's unemployment rate in the first quarter of this year hit 2.25% & 2.30% in second quarter, which is much lower than the global rate - 5.8 percent, announced the Global Finance Magazine.

For foreign firms, Vietnam's relatively young, abundant, and low-cost workforce has made it an attractive destination for a broad range of tasks, and the manufacturing sector in particular. Moreover, in the long run, as more Vietnamese pursue higher education and upskilling opportunities, the talent base will change in character. In the near-term, however, recruiting at the top will remain challenging and on-the-job-training is advised to achieve better staff retention.

Enterprise Registration Status

[unit: company unit]



In the first 8 months of 2023, the whole country had 149.4 thousand newly registered businesses and returned to operation, down 0.03% over the same period last year; On average, each month, there are 18.7 thousand new businesses established and returned to operation. The number of businesses withdrawing from the market was 124.7 thousand, an increase of 15.6% over the same period last year; On average, 15.6 thousand businesses withdraw from the market every month.

Survey results on business trends of enterprises in the processing and manufacturing industry in the second quarter of 2023 showed that: 27.5% of enterprises rated their production and business situation better than in the first quarter of 2023; 36.7% of enterprises think that the production and business situation is stable and 35.8% of enterprises consider it would be difficult.

It is expected that in the third quarter of 2023:

- 34.3% of enterprises assessed that the trend would be better compared to the second quarter of 2023;
- 38.3% of enterprises think that the production and business situation will be stable;
- 27.4% of enterprises forecast more difficulties.



EXPORT & IMPORT OF GOODS 8 MONTHS 2023

EXPORT

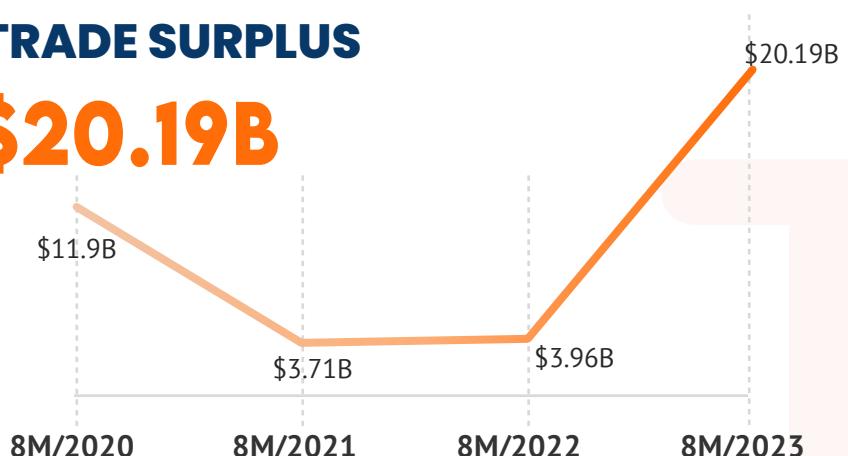
\$227.71B

-10.0%

COMPARED TO 8M/2022

TRADE SURPLUS

\$20.19B



IMPORT

\$207.52B

-16.2%

COMPARED TO 8M/2022



In the first eight months of 2023, the total import and export turnover of goods was estimated at USD 435.23 billion, down 13.1% over the same period last year.

In the eight months of this year, merchandise export turnover is estimated at 227.71 billion USD, down 10% over the same period last year.

In the first 8 months of 2023, import turnover is estimated to reach 207.52 billion USD, down 16.2% over the same period last year.

Regarding the export and import market of goods in the first 8 months of 2023, the United States is Vietnam's largest export market with an estimated turnover of 62.3 billion USD. China is Vietnam's largest import market with an estimated turnover of 68.1 billion USD.

In the second quarter of 2023, service export turnover is estimated at 4.4 billion USD, up 58.8% over the same period in 2022; service import turnover was estimated at 6.7 billion USD, down 3.1% over the same period last year. Generally, in the first 6 months of 2023, service export turnover is estimated at 8.8 billion USD, up 99.5% over the same period in 2022; service import turnover was estimated at 12.9 billion USD (including 3.8 billion USD in transportation and insurance service fees), down 0.8% over the same period last year. Trade deficit of services in the first 6 months of 2023 is 4.1 billion USD.

FOREIGN DIRECT INVESTMENT 8 MONTHS 2023

*Until Aug 20, 2023

REGISTERED CAPITAL

\$18.15B

-8.2%

COMPARED TO 8M/2022

Registered capital [unit: bil USD]

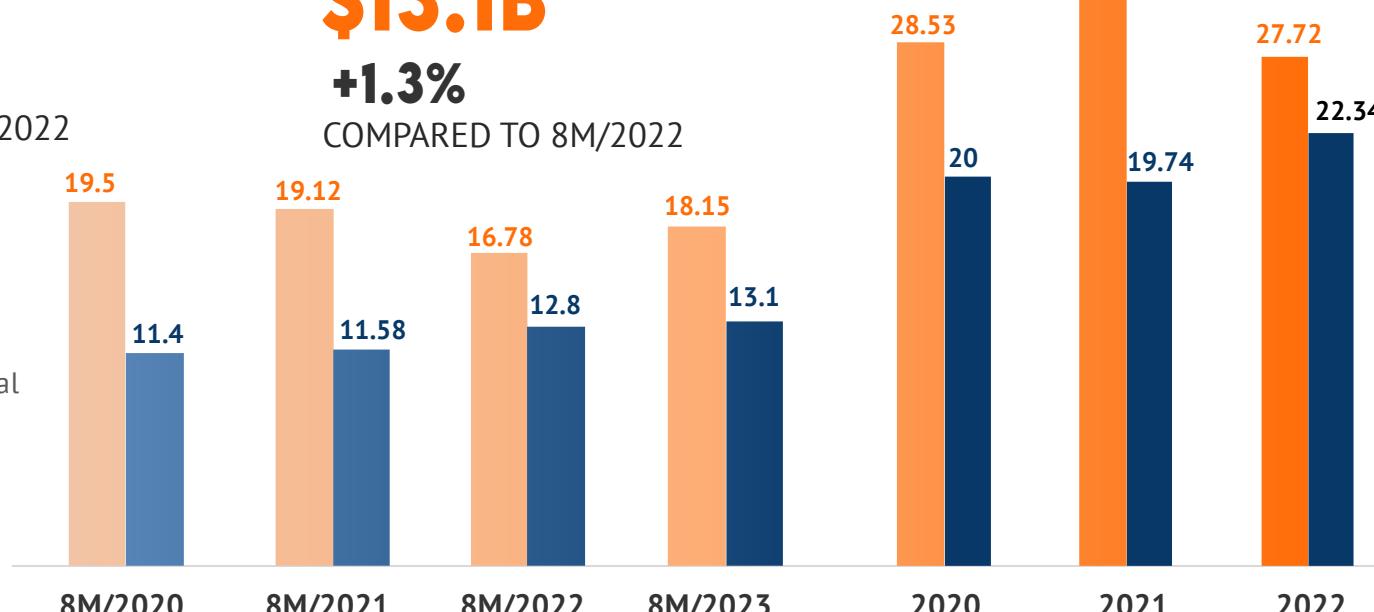
Implemented capital [unit: bil USD]

IMPLEMENTED CAPITAL

\$13.1B

+1.3%

COMPARED TO 8M/2022



FDI REGISTERED CAPITAL BY COUNTERPART 8 MONTHS 2023

8M/2023

#1 Singapore

\$3.83bil | 21.2%

#2 China

\$2.69bil | 14.8%

#3 Japan

\$2.58bil | 14.2%

#4 South Korea

#5 Hong Kong

8M/2022

#1 Singapore

\$4.53bil | 27.0%

#2 South Korea

\$3.5bil | 20.8%

#3 Japan

\$1.49bil | 8.88%

#4 China

#5 Denmark

2022

#1 Singapore

\$6.46bil | 23.3%

#2 South Korea

\$4.88bil | 17.6%

#3 Japan

\$4.78bil | 17.3%

#4 China

#5 Hong Kong

#6 Taiwan

The total foreign investment capital into Vietnam in the first eight months of 2023 (including newly registered capital, adjusted registered capital and value of capital contribution and share purchase by foreign investors) reached 18.15 billion USD, up 8.2% over the same period last year. According to the Foreign Investment Agency under the Ministry of Planning and Investment (MPI), Vietnam is likely to attract \$36-38B in FDI in 2023. The figure was nearly \$22.4B in 2022. Among 2 biggest cities, Hanoi is the most attractive destination for foreign investors in terms of total capital, with \$1.87B, while Ho Chi Minh City is at the top in terms of new projects (38.9%).

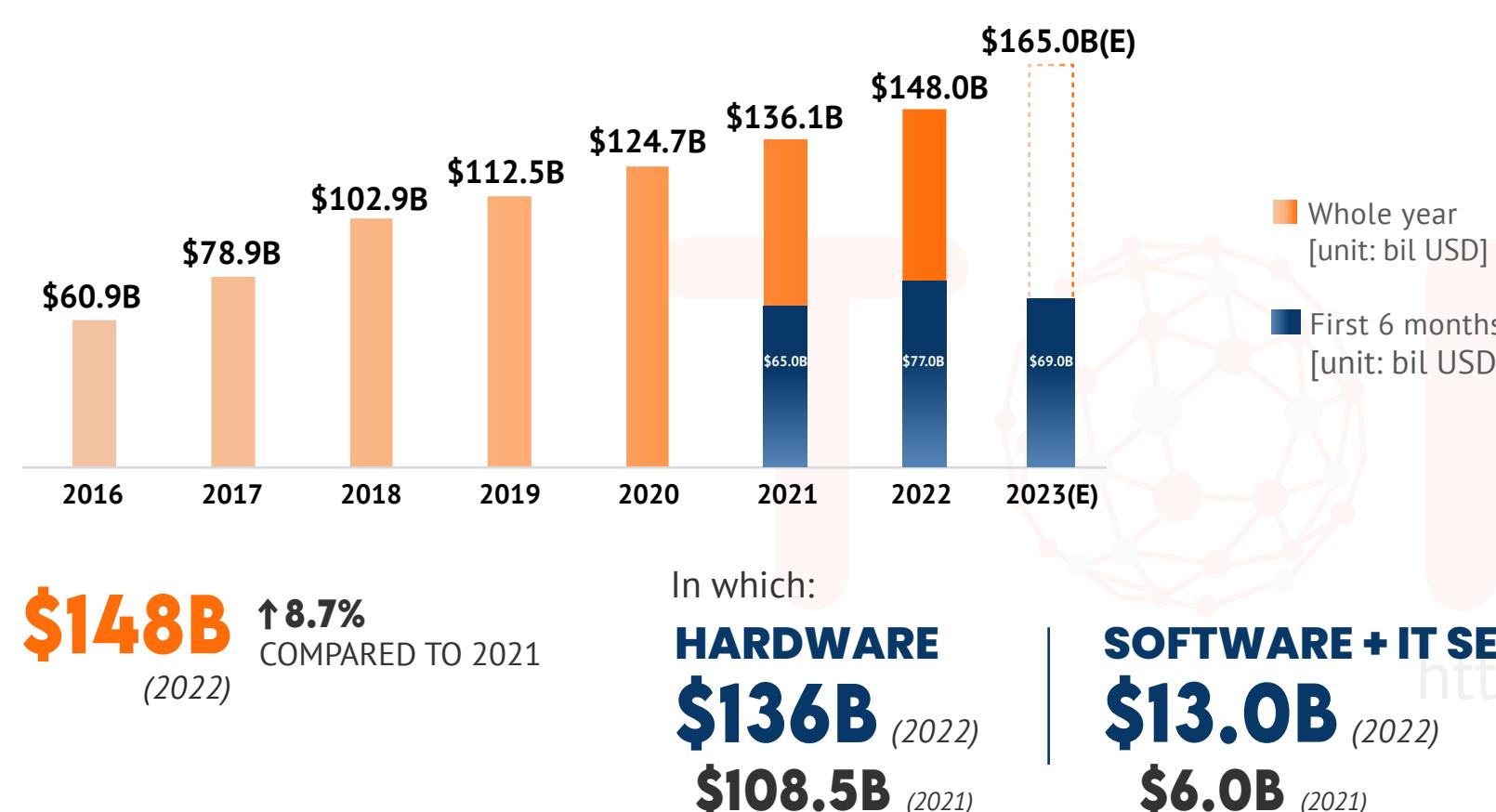
Vietnam has increasingly become ideal destination for FDI, moreover countries like South Korea, the USA have prospected to put enormous investment into Vietnam for the near future with 2 national visits by the South Korean president (June 2023) and the US president (September 2023).



ICT REVENUE 2016 – 2023

[unit: billion USD]

The communications and information sector earned a revenue of more than VND1.6 quadrillion (US\$69 billion) so far this year, a drop of 8.66 per cent against the same period last year. The ministry said that the drops were attributed to difficulties in the global economy as the economic recession in many countries still hasn't eased, resulting in a weak consumption market for IT products. The Ukraine conflict and the COVID-19 pandemic also affected the sector, which caused drops in IT exports from Viet Nam.

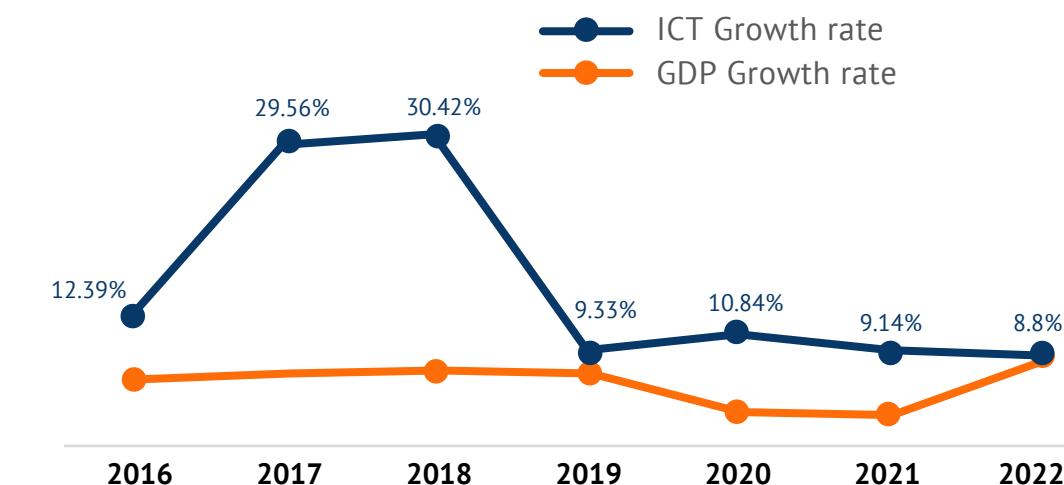


In the first 6 months of 2023, although the revenue of the ICT industry decreased year-on-year, software exports were still a bright spot, as a number of businesses maintained good growth in some foreign markets. Spending in the global software sector in 2023 - 2024 will grow strongly.

Mr. Nguyen Thien Nghia, Deputy Director of the Department of Information Technology and Communications Industry - Ministry of Information and Communications, said that in the first 6 months of 2022, due to the impact of economic recession and the Russia-Ukraine conflict, the supply chain was disrupted...., causing the export of IT products and services to plummet, of which the export of hardware and electronics decreased by more than 9% compared to the same period last year.

One of the bright spots is the software export sector while maintaining good growth in some markets such as Japan and the Asia-Pacific region. Typically in the first quarter of 2023, FPT achieved a 32% increase in IT export revenue and a 44% increase in the number of new contracts, of which Japan and Asia-Pacific markets contributed positively to revenue growth. more than 31% and more than 65% respectively. However, this export sector is still modest compared to the industry picture, so the revenue of the ICT industry decreased.

VIETNAM GDP & ICT SECTOR GROWTH RATE



VIETNAM NOW HAS:

67,311

Digital technology firms

In the national digital transformation, as of June 18, more than 1.39 billion transactions were conducted by the national government service platform.

In addition, more than 849,290 enterprises participated in the small and medium enterprises support programme fro digital transformation (SMEdx), or 106.1 per cent of the 2023 plan.

In which:

HARDWARE

5,097

SOFTWARE

18,162

DIGITAL CONTENT

767

Source: <http://makeinvietnam.mic.gov.vn/> | Date August 24 2023

Building a supporting business ecosystem that will promote Vietnam's microchip technology.

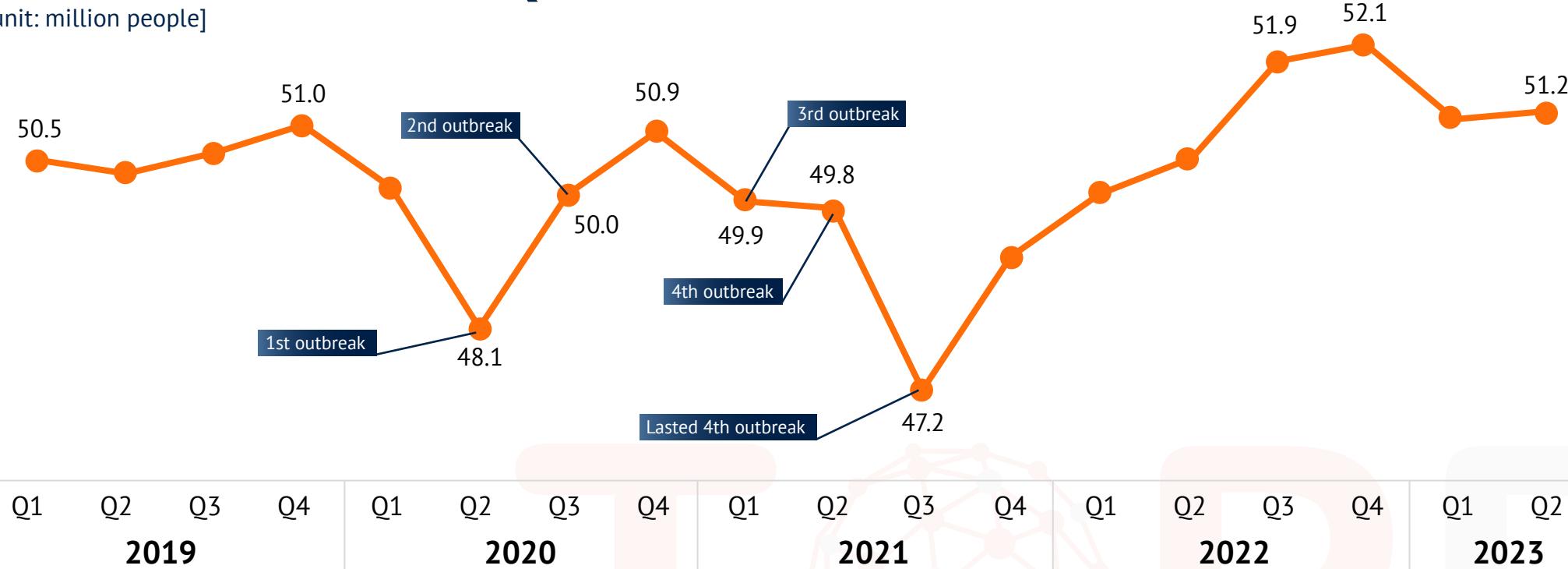
Currently in Vietnam, Intel is involved in one of the chip production stages, which is packaging, or Samsung and Amkor are investing. The promotion of an ecosystem of support units for chip manufacturers to help Vietnam attract the participation of large chip manufacturing companies makes Vietnam one of the countries with many chip production activities. in the area. There are more and more Vietnamese enterprises capable of participating in the supporting industry for chip production.

Not to mention, there are about 50 domestic enterprises with more than 5,000 Vietnamese engineers participating in chip design. Thereby, the building of a supporting business ecosystem and a team of chip design engineers and electronic engineers will help Vietnam gradually upgrade and participate more deeply in the global microchip value chain.



EMPLOYED LABOR FORCE QUARTERLY 2019 – 2023

[unit: million people]



In general, employed labor tends to increase, but the labor market has not developed sustainably and has the following limitations:

- (1) Employed persons tends to increase, but the labor market develops is not sustainable, the work of workers is unstable and precarious, the working conditions are not secure and the income is low. The pressure to lay off workers from businesses creates a strong shift of labor from the industry and construction sectors (formal workers) to the service sector (mostly informal workers) as laborers informal employment accounts for a large proportion.
- (2) The situation of many enterprises in industries lacking orders occurred from the fourth quarter of 2022 and lasted to the second quarter of 2023, leading to hundreds of thousands of employees having their working hours reduced, losing their jobs, affecting their jobs to the lives of workers.
- (3) Employed persons increased, but the underemployment rate in the second quarter of 2023 increased compared to the previous quarter and the same period last year; workers in the South East region are most affected.
- (4) Although the average income of workers increased, the growth rate of income (5.4%), was much lower than the growth rate of the second quarter of 2022 (8.9%). The average income of laborers working in the industrial and construction sectors was 7.8 million VND, up 4.2% over the same period last year, much lower than the same period in 2022 (11.5%).
- (5) The number of unemployed people and the unemployment rate of working age in the second quarter of 2023 increased compared to the previous quarter.

NUMBER OF EMPLOYEES WHO LOST THEIR JOBS AT ENTERPRISES

The situation of many enterprises in industries lacking orders occurred from the fourth quarter of 2022 and lasted to the second quarter of 2023, leading to hundreds of thousands of employees having their working hours reduced, losing their jobs, affecting their jobs to the lives of workers.

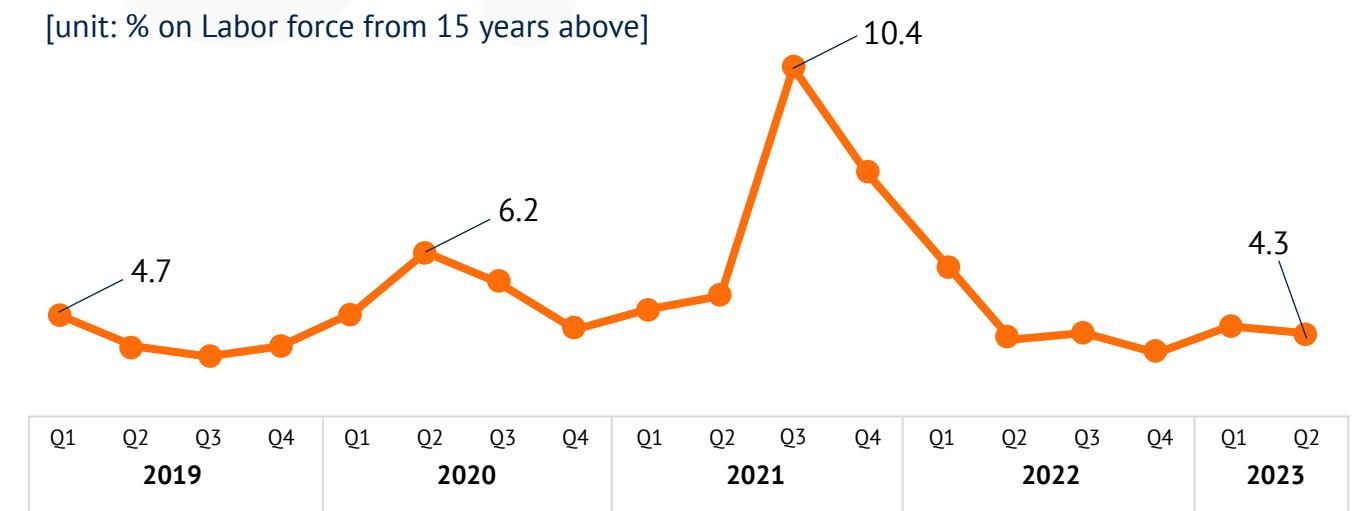
The number of employees taking leave from businesses across the country in the second quarter of this year was about 241.5 thousand people, down 52.5 thousand people compared to the previous quarter, mainly workers in foreign-invested enterprises (accounting for 84.1%), focusing on the leather and footwear industry with 66.3% and textiles with 14.4%. Some localities have the following number of employees on leave: Bac Giang 9.3 thousand people; Binh Duong 9.8 thousand people; Quang Ngai 10.3 thousand people; Tien Giang 11.9 thousand people; Binh Phuoc 17,000 people; Ninh Binh 19.8 thousand people; Thanh Hoa 98.3 thousand people. The fact that orders decreased has impacted labor in the industrial sector, especially in the textile and garment industry, the wood processing industry and the manufacturing of electronic products, computers and optical products. The number of employees in these industries in the second quarter of 2023 decreased compared to the previous quarter by 142.5 thousand people, 16.9 thousand people and 30.2 thousand people, respectively.

Q4/2022 Q1/2023 Q2/2023

LOSING JOB	118,000	149,000	217,000
WORK OFF <i>Less working time</i>	296,000	294,000	241,000

EMPLOYEES NOT USING THEIR FULL POTENTIAL BY QUARTER, PERIOD 2019–2023

[unit: % on Labor force from 15 years above]



Labor with a need for work but not being able to meet enough work (also known as underutilized labor) includes those who are unemployed, underemployed and a group outside the labor force willing to work, job but not looking for a job or looking for a job but not ready to work right away.

The rate of underutilized labor is the ratio between the number of laborers who are in need of work but are not fully satisfied with the work to the total number of laborers who have the need to work in the economy.

The majority of workers who are not using their full potential are people aged 15-34 (51.7%) much higher than the proportion of this age group in the labor force (33.3%). This shows that Vietnam still has a large untapped potential labor force, especially young workers.

2. DEVELOPER PERSONAS IN VIETNAM

Developer demographic, interests & behaviors
Insights in daily life & workplace

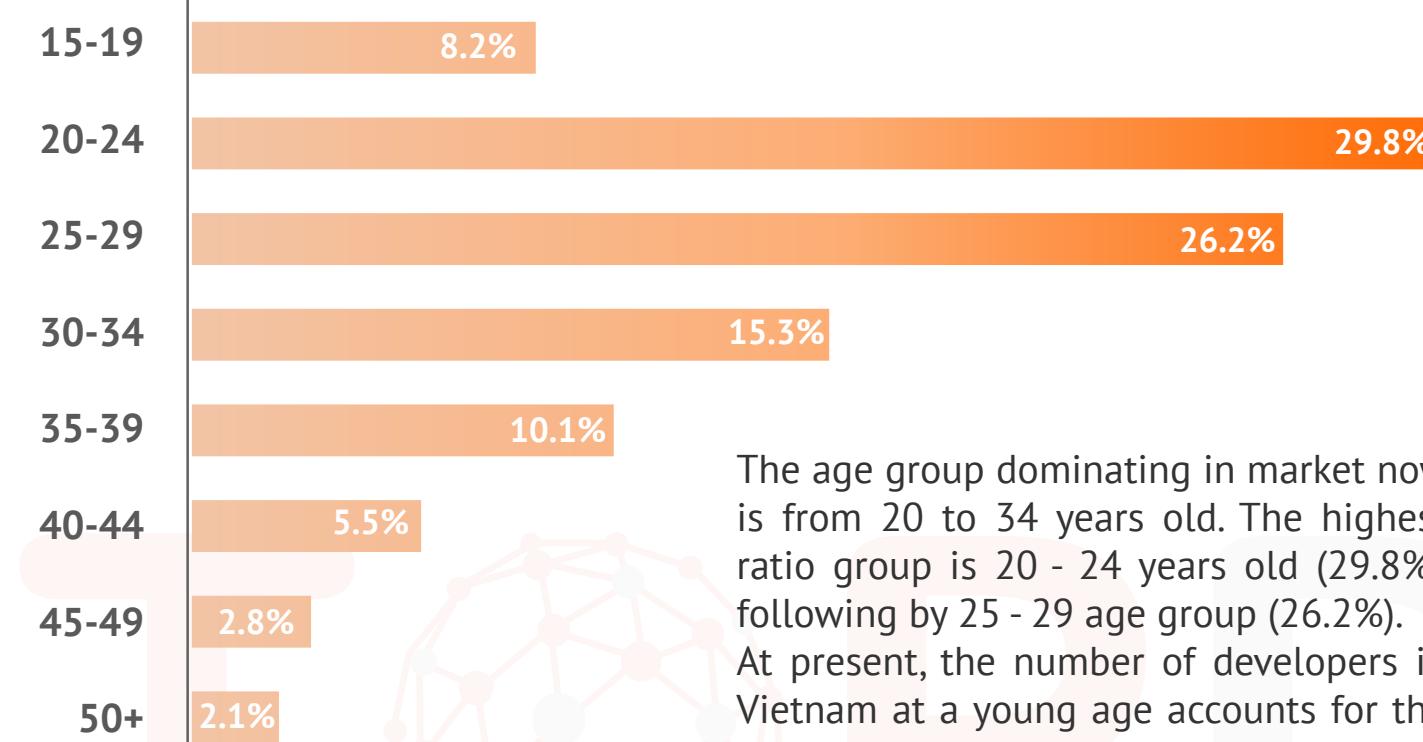


DEVELOPER DEMOGRAPHIC | PERSONAS

Most of the developers belong to GenZ & Millennials generation - employers need to pay attention to age, interests and insights to adjust their hiring plan to suit the current multi-generational recruitment trends.

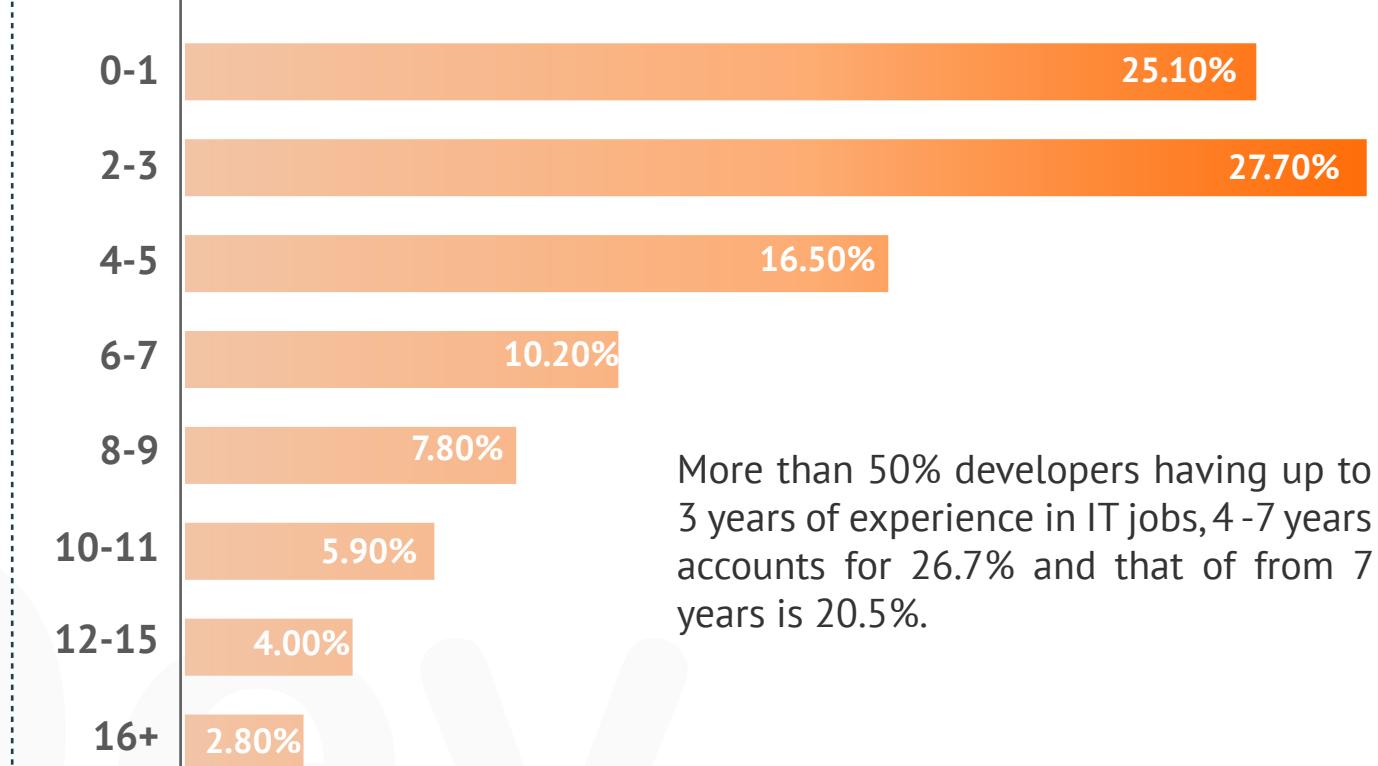
These generations desires a better balance, a healthy lifestyle, more information about the company, products/ services and wants to be highly involved in the business process with impacted contribution to their own value, their company & society.

AGE



The age group dominating in market now is from 20 to 34 years old. The highest ratio group is 20 - 24 years old (29.8%), followed by 25 - 29 age group (26.2%). At present, the number of developers in Vietnam at a young age accounts for the majority with 56% aged 20 - 29 years old.

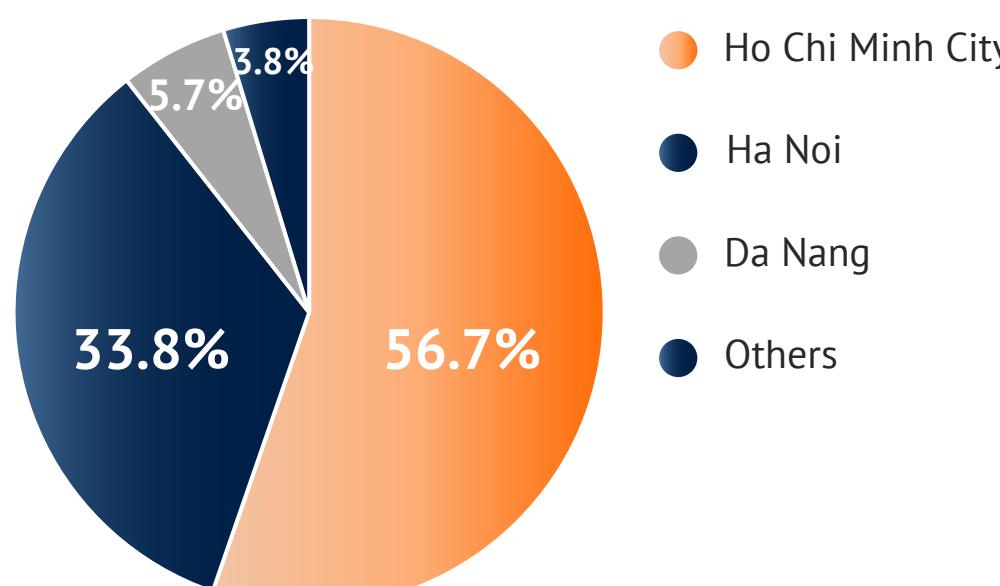
YEARS OF EXPERIENCE



More than 50% developers having up to 3 years of experience in IT jobs, 4 - 7 years accounts for 26.7% and that of from 7 years is 20.5%.

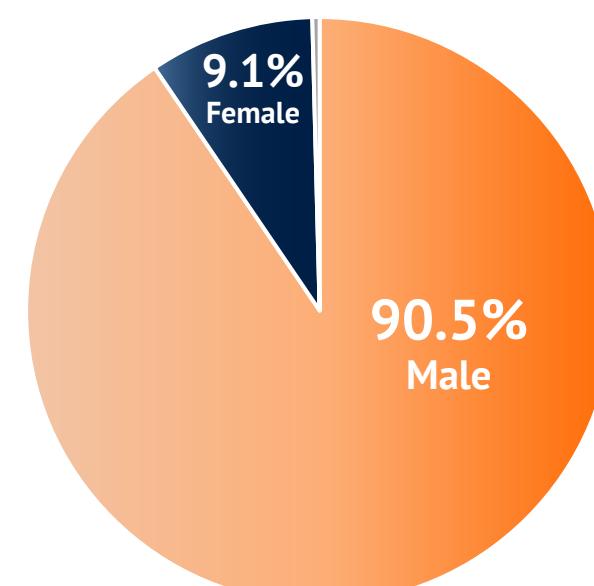
LOCATION

More than 90% of developers are locating in 2 biggest cities of Vietnam: Ho Chi Minh 56.7% & Ha Noi 33.8%. Da Nang - one of cities in central Vietnam - is also place for 5.7% developers.



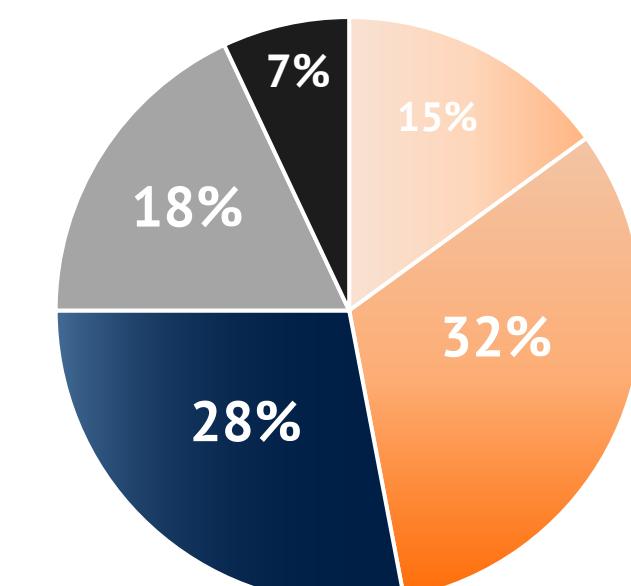
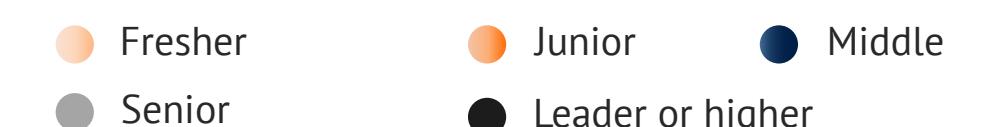
GENDER

Male still dominates the gender of developers or people working in the technology sector with 90.5%. Females constitute a minor number of 9.1% but keep increasing gradually since we first recorded only 5% in 2017.



Recently, more & more opportunities have opened for females to start their career as developer coming from the STEM education programs as well as social & technological encouragement with popular term "Women In Tech".

LEVEL OF QUALIFICATIONS



More than 45% of developers are from fresher to junior level, followed by 28% of middle developers. Senior developers only account for nearly 20% of total IT personnel while that of leader & higher level is just 7%.

DEVELOPER DEMOGRAPHIC | TECH STACK

NodeJS, Java, MySQL, Spring Boot, Laravel,.NET Core, Django and AWS are the most popular technologies in their respective tech stacks.

JS Javascript

1. NodeJS	33.50%
2. Angular	32.20%
3. ReactJS	28.40%
4. Typescript	21.60%
5. Vue	19.90%

Database technologies

1. MySQL	58.10%
2. SQL Server	45.60%
3. MongoDB	28.70%
4. PostgreSQL	19.90%
5. Redis	14.00%



Java

1. Spring Boot	45.92%
2. Hibernate	10.20%
3. Struts	2.50%
4. Vaadin	2.10%



DevOps



Python

1. Linux	76.50%
2. Docker	52.70%
3. Bash	11.90%
4. Kubernetes	10.30%



.NET/ C#

1..Net core	45.20%
2..Net framework	27.40%
3.ASP.Net core	31.50%
4.ASP.Net MVC	18.50%
5.Xaramin	1.30%



Mobile Development

1. Django	38.10%
2. Falcon	20.40%
3. Pyramid	18.20%
4. Flask	16.60%
5. Numpy	14.00%



PHP

1. Laravel	75.60%
2. CodeIgniter	14.30%
3. Symfony	15.20%
4. CakePHP	7.50%
5. Yii	3.70%



Cloud Platform

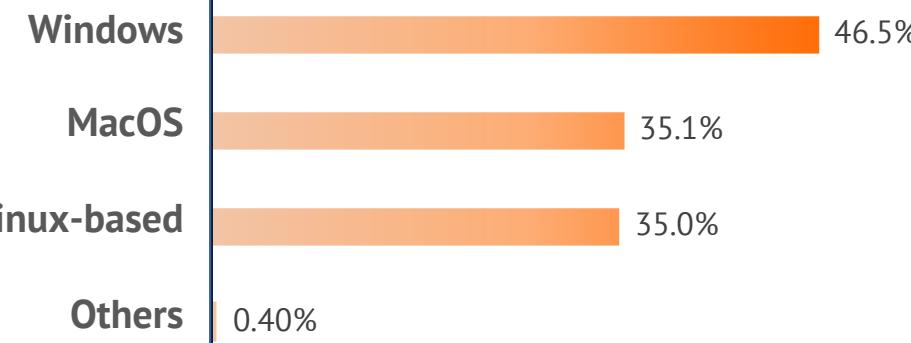
1. AWS	35.10%
2. Microsoft Azure	22.20%
3. VMWare	16.30%
4. Firebase	16.80%
5. Google Cloud	4.20%

JavaScript is the most popular language together with other IT skills. In which, Nodejs, Angular & ReactJS are the top 3 choices of Javascript frameworks. Top choice to work with Java is Spring Boot/ Spring then Hibernate & Struts respectively. There hasn't been much change in .NET/C# list in which .NET Framework,.NET Core & ASP.NET Core top the list. Laravel remains the most popular framework in the PHP tech stack with more than 75%, followed by CodeIgniter & Symfony.

MySQL keeps leading the SQL tech stack with more than 58%. Django, Falcon & Pyramid are top 3 choices related to Python stack. Regarding mobile development,Java/ Swift & Flutter are main choices. Among cloud technology options, AWS still dominates with more than 35% and followed by Azure, VMWare, Firebase & GCP.

DEVELOPER DEMOGRAPHIC | INTEREST

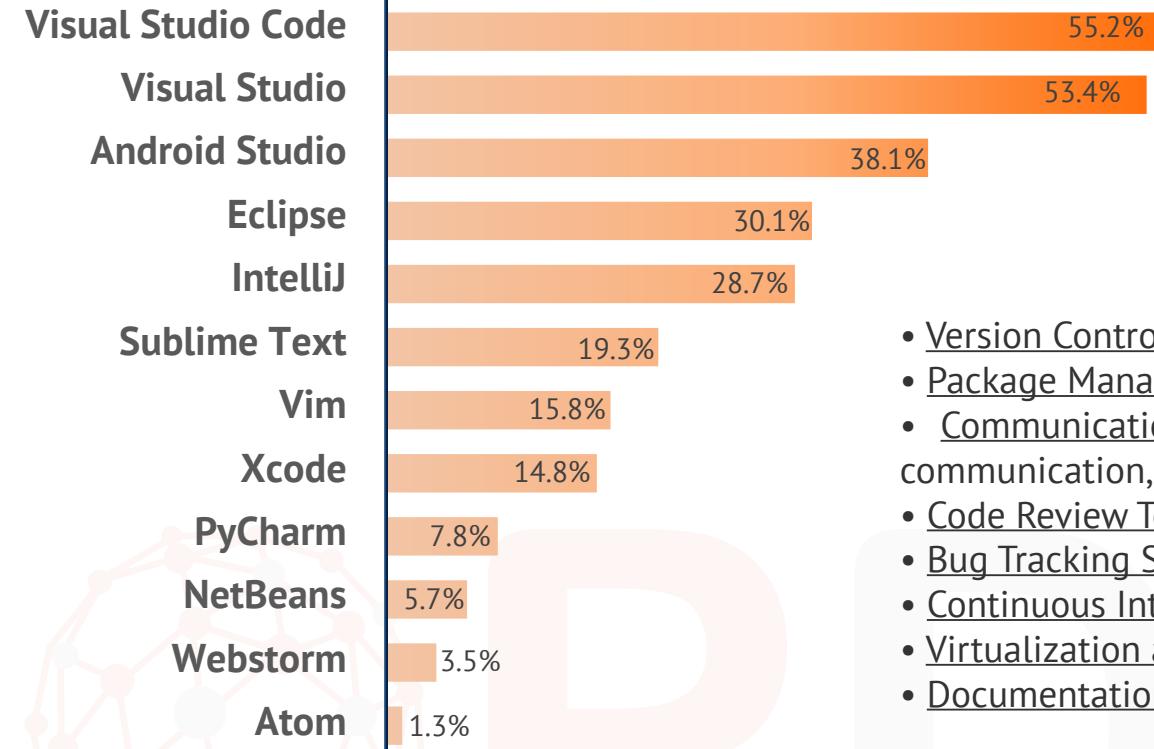
OPERATING SYSTEM (OS)



Windows remains as the most popular operating system followed by MacOS 35.1% and Linux 35.0%.

Top 3 IDE are Visual Studio Code, Visual Studio & Android Studio.

IDEs & CODE EDITORS



TOP TECHNOLOGIES DEVELOPERS WANT TO WORK & LEARN

#1: Artificial Intelligence & Machine Learning

AI/ML technologies are in high demand & developers leverage them for tasks such as natural language processing, computer vision, and predictive analytics. Popular frameworks include TensorFlow, PyTorch, Caffe & Keras

#2: Cloud Computing/AWS

Cloud platforms like AWS, Microsoft Azure, and Google Cloud are widely used for building scalable and flexible applications. Developers learn cloud architecture, deployment, and management.

#3: Full-Stack Development

Full-stack development involves working with both frontend & backend technologies to build complete web applications. Popular stacks include JavaScript-based frameworks/libraries like React.js, Angular, and Node.js.

#4: DevOps

DevOps combines development & operations practices to improve software delivery & infrastructure management. Popular tools like Docker, Kubernetes, Jenkins, and Ansible are used to automate processes & achieve continuous integration/ deployment.

OTHER WORKING TOOLS

Which tools do you usually use for daily work? (communication, task management, online workplace...)



- Version Control Systems (VCS): Git in conjunction with GitHub, GitLab, or Bitbucket...
- Package Managers: npm (for JavaScript), pip (for Python), and Maven (for Java)...
- Communication and Collaboration Tools: Slack, Microsoft Teams, and Discord for real-time communication, and platforms like Jira, Trello, or Asana for task management and project tracking.
- Code Review Tools: GitHub's pull request system, Gerrit, and Crucible
- Bug Tracking Systems: Popular bug tracking tools include Jira, Bugzilla, and YouTrack
- Continuous Integration and Deployment (CI/CD) Tools: Jenkins, Travis CI, and CircleCI
- Virtualization and Containerization Tools: Docker and Kubernetes
- Documentation Tools: Swimm, Notion, Confluence, GitBook, Docusaurus

POPULAR AI SEARCH TOOLS FOR DEVELOPERS



ChatGPT

Poe Quora AI

Bing AI

Google Bard

You.com

Developers often rely on platforms and libraries that provide comprehensive resources, documentation, and examples for AI-related tasks. Apart from above tools, developers also use some other platforms: Microsoft AI Platform, Google AI Developer, OpenAI Documentation...

POPULAR AI DEVELOPER TOOLS

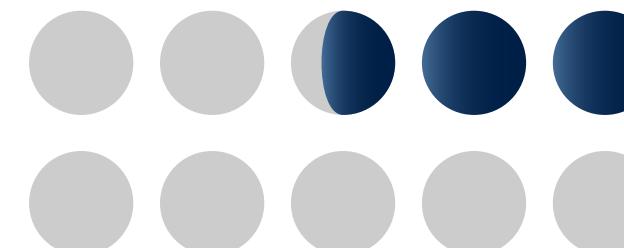
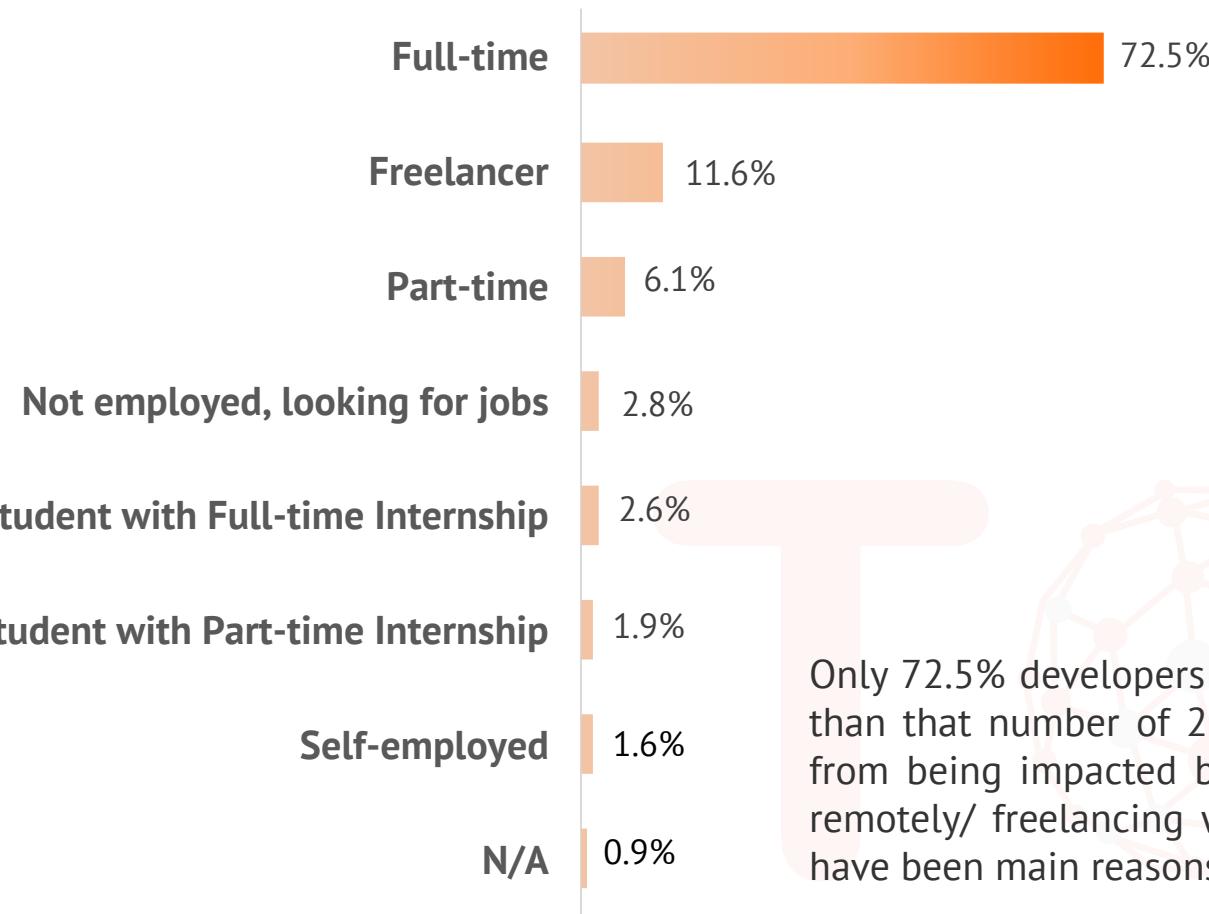


AI-Powered Pair Programmes have changed the way & the speed of your coding workload. In which, GitHub Copilot is the most popular one as a cloud-based artificial intelligence tool developed by GitHub and OpenAI.

DEVELOPER BEHAVIOR | EMPLOYMENT

EMPLOYMENT STATUS

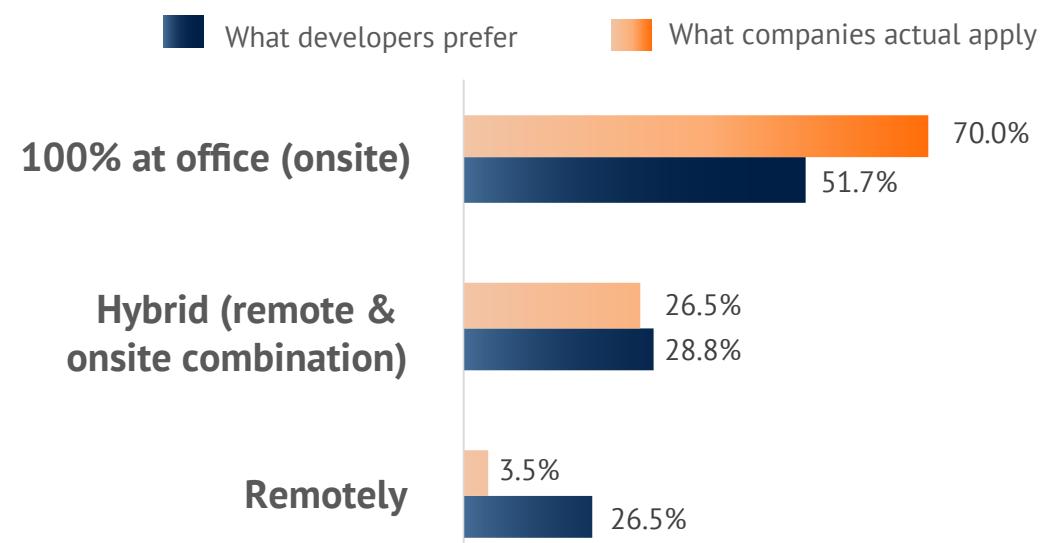
Which current employment status are you?



Only 7 / 10 developers are taking part in official labor force.

WORKING METHOD

Which working method is applying in your current job?

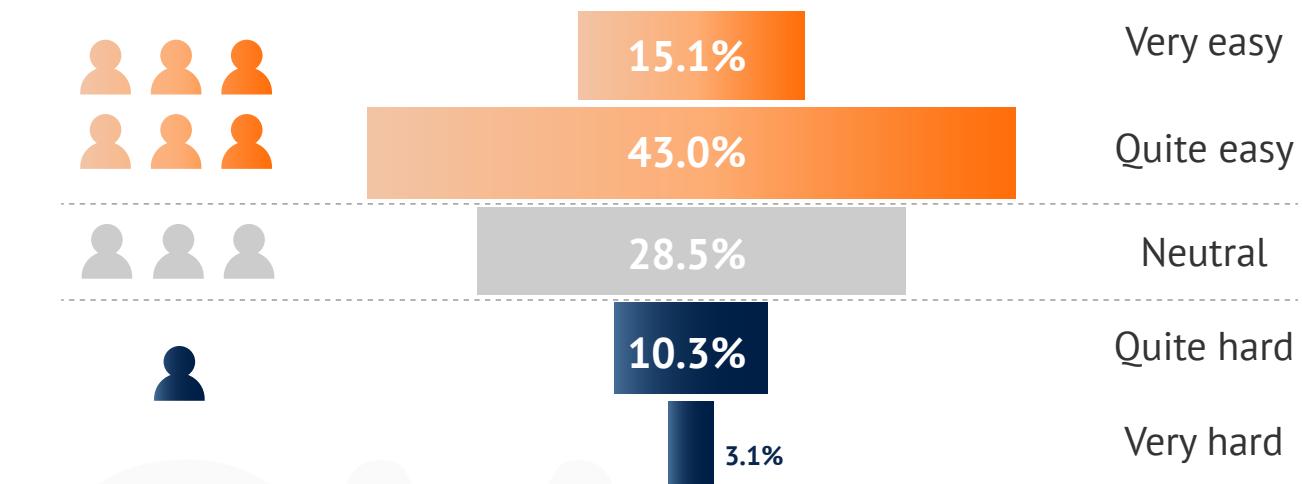


New form of working - hybrid working - has become more popular this year, while this working option is being used as a benefit for developers at working. However, despite its popularizing among developers, companies are still finding the way of management & employees engagement for securing better workplace.

100% onsite (working at office) is still the major working methods for developers in Tech field while jobs with remote working option only accounts for 3.5% of jobs in the market.

HOW CONFIDENCE OF DEVELOPER WHEN FINDING A JOB?

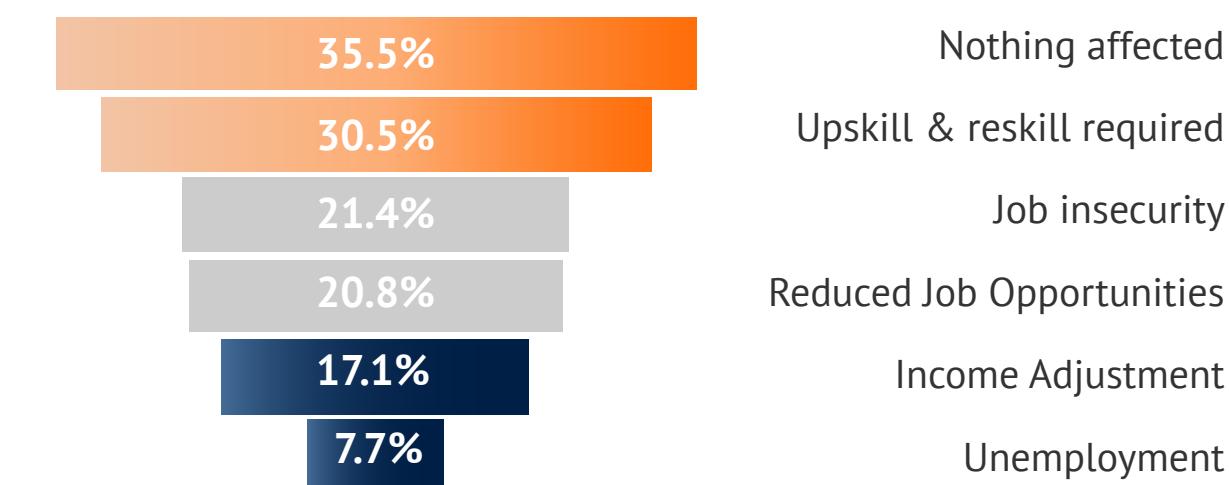
Question: On a scale of 0 - very hard to 5 - very easy, how do you think you can change jobs as a developer?



Compared to last year report, the ease of finding a new IT jobs seems less than while only remaining 6/10 respondents feel confident (while that of last year was 7/10). More than 10% respondents feels insecure & lack of confidence of changing job this year (while that of last year was 6% only).

TECH LAYOFFS SITUATION

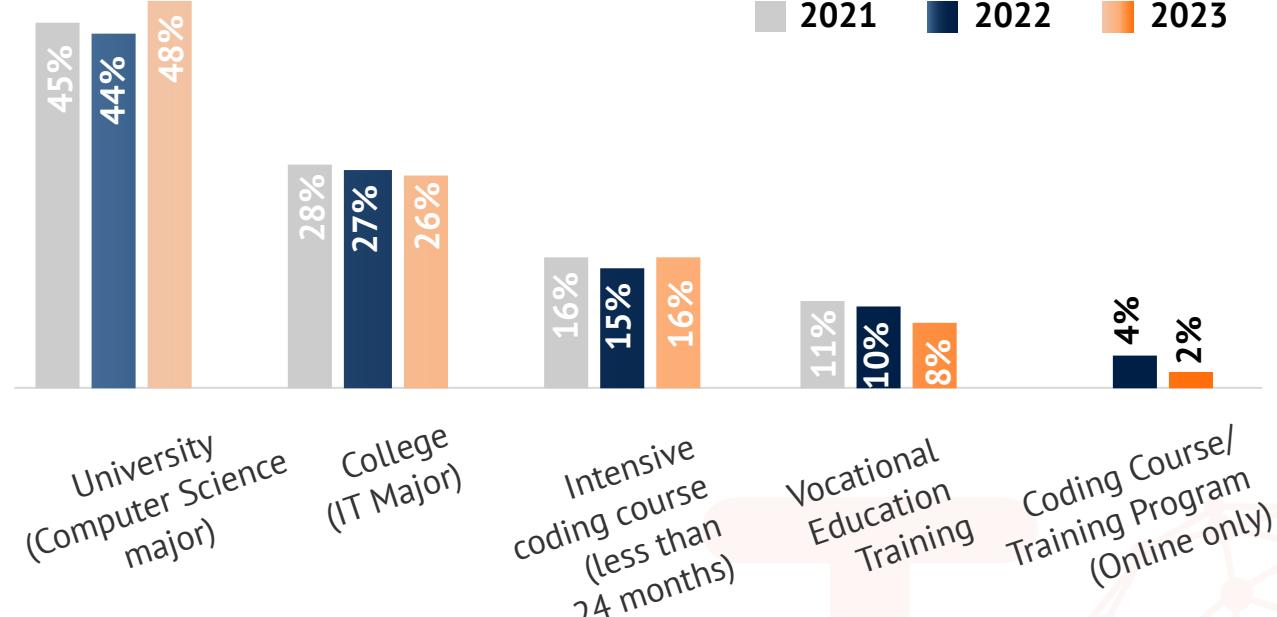
How is your career affected by lay-off phenomenon?



More than 24% developers mentioned being affected negatively by tech layoffs situation in Vietnam in 2023 after economics downturn worldwide.

DEVELOPER BEHAVIOR | LEARNING

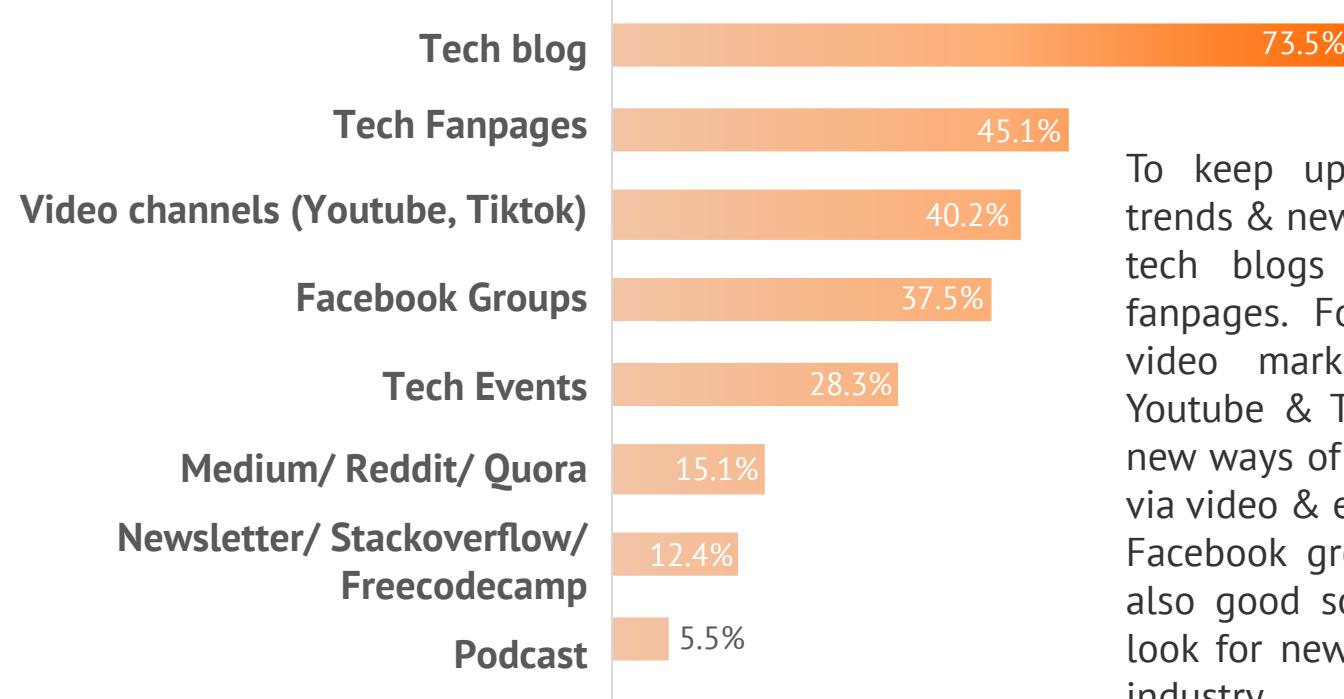
EDUCATIONAL BACKGROUND IN TECHNOLOGY



Top 2 educational backgrounds of developers are from Universities (48%) & Colleges (26%) having IT-related & computer science majors. Other methods of coding learning have been increasingly popular with high demand of Tech talents in the market.

TECH NEWS UPDATE

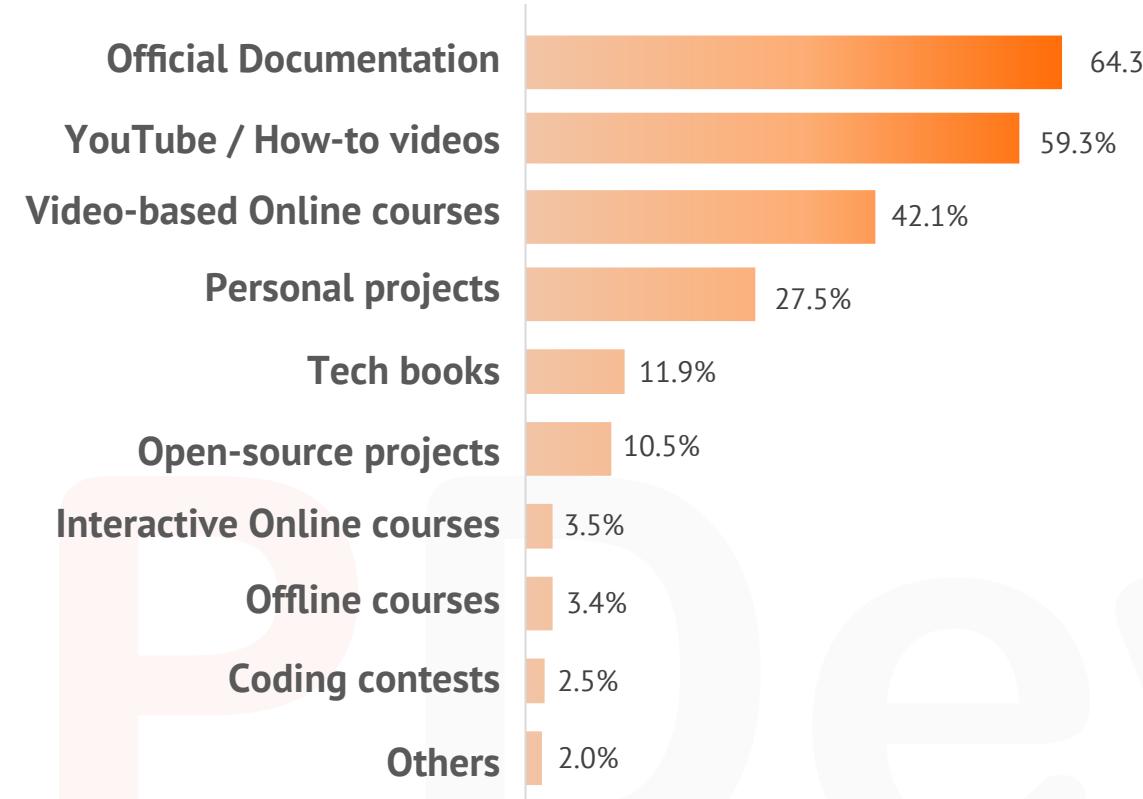
How have developers updated tech news?



To keep updated with latest tech trends & news, 73.5% developers read tech blogs & 45.1% follow tech fanpages. Following megatrends of video market, video channels in Youtube & Tiktok are bringing many new ways of tech news to developers via video & engaged format. Facebook groups & tech events are also good sources for developers to look for news & updates about tech industry.

NEW TECHNOLOGY APPROACH

How have developers learnt new programming language/ technology?



More than 60% of developers use official documentation as well as YouTube sources as main ways of learning & approaching new technologies. Followed by video-based online courses & personal projects (42.1%) & personal projects (27.5%) are alternative ways for developers to have chance of observance & experiment.

Tech books, open-source projects, interactive online courses, offline courses and coding contests are other methods to learn new technology but the popularity & applicability are considered as not good as others.

ONLINE COURSE PLATFORMS

Which platforms do developers often use for learning new technologies?



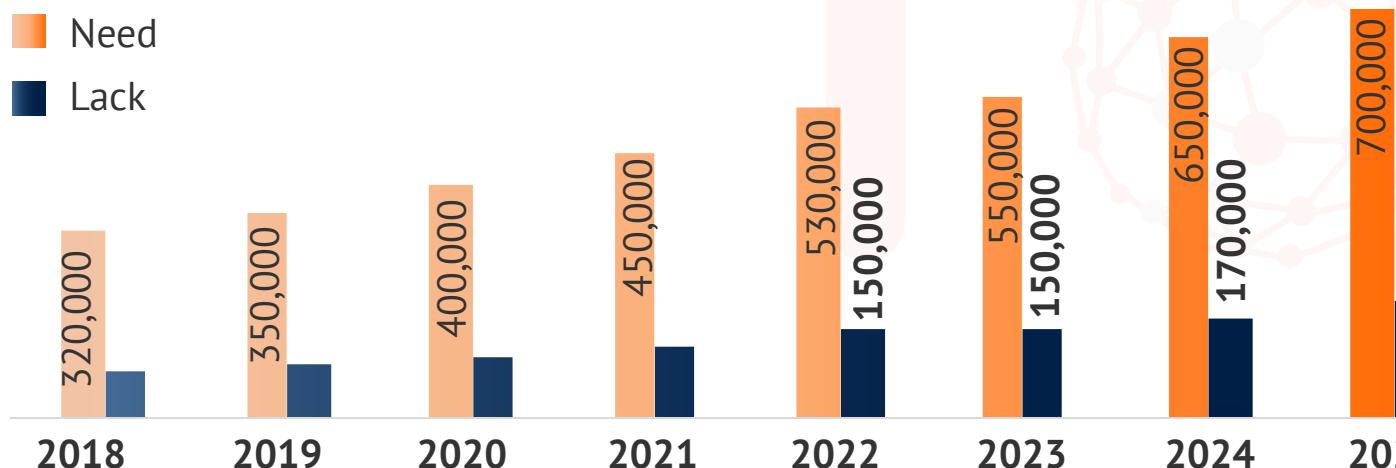
- “The web developer Bootcamp” course
- “The Complete JavaScript course” course
- “The Complete Python Bootcamp” course

- “Machine Learning A-Z™: Python & R in Data Science” course
- “Java Programming Masterclass” course

TECH/DIGITAL LABOR FORCE WORKING IN COMPUTER SCIENCE & IT-RELATED SECTORS
530,000

Based on the estimated ratio (1.0%+) of Tech & IT-related sectors labor force on total labor force from 15 years & above.

IT PERSONNELS DEMAND IN VIETNAM 2018 – 2024 (COMPUTER SCIENCE & IT-RELATED SECTORS ONLY)



The shortage of IT personnel is always the most difficult problem for the IT market. Although the salary and bonuses have been increasing remarkably for this industry, it is predicted that from 2023 - 2025, Vietnam will still have a shortage of 150,000 to 200,000 developers/engineers annually.

VIETNAMESE DEVELOPERS' COMPETENCY

SKILLVALUE

TOP 10 After USA, UK, France.... in World Rank of Best Developers Survey

TOP 2 Only after USA in World rank of Best Freelancers Survey

ANNUAL STUDENTS ENROLLMENT (COMPUTER SCIENCE & IT-RELATED MAJOR)
50,000 - 57,000

Based on annually report from MOET from 2019 - 2022 in ratio of Information Technology related majors on annual general universities/ colleges enrollment quotas.

VIETNAM: OUTSOURCING DESTINATION

UNESCO STATISTICS TOP 10

Countries That Produce The Most Engineers after Russia, USA, Iran, Japan, South Korea, Indonesia, Ukraine, Mexico & France.

KEARNEY'S GLOBAL SERVICE LOCATION INDEX

6TH

Among the top countries for software outsourcing services (2021)

ACCELERANCE TOP 2

Vietnam was one of the two leading software outsourcing destinations in SEA (2022 Global Software Outsourcing Trends and Rates Guide)

VIETNAM: ABUNDANT LABOR SUPPLY BUT LIMITED IN SKILL LEVEL

TOTAL WORKFORCE INDEX™ GLOBAL RANKING

47^{/60}

PROFICIENT IN ENGLISH ONLY 5%

of the total workforce

TOTAL WORKFORCE INDEX™ REGIONAL RANKING

11/11

HIGHLY SKILLED WORKERS

11.67%

of the total workforce

REMOTE READINESS RANKING

51^{/60}

RATIO OF R&D WORKERS TO EVERY 1,000 IN WORKFORCE

1.5 / 1000

Another notable fact of Vietnam's labor market is that *the proportion of informal workforce accounts for 55%* of the country's total labor force. Informal workers often do not engage in employment contracts and their ability to benefit from social insurance is very limited.

Skill level is one of the areas of improvement for Vietnamese workers to catch up with other markets. The highly skilled workers make up only 11.67%, almost unchanged from three years ago. Soft skills, including foreign language skills, are increasingly important in most professions, even in technically inclined fields such as manufacturing. Besides English, some other foreign languages such as Chinese, Japanese, and Korean are highly sought-after by many companies. However, according to the Vietnam Total Workforce Index 2022, *the proportion of Vietnamese workers who are proficient in English accounts for only 5% of the total workforce*. The rate is quite low compared to other non-English speaking countries in the region such as Indonesia (10%), Malaysia (21%), and Thailand (27%).

SKILL SHORTAGES AND WORKFORCE DEVELOPMENT NEEDS

As industries evolve and new technologies emerge, there is a **growing demand for specialized skills that may not be readily available in the market**. Collaborations between educational institutions, government agencies, and industries can help address these challenges and ensure a skilled workforce aligned with market demands.

The digital transformation and technological advancements in Vietnam have created a **significant demand for digital and tech skills**. Industries such as information technology, e-commerce, software development, and data analytics are experiencing rapid growth and **require a workforce equipped with digital literacy and technical expertise**. Upskilling and reskilling initiatives focusing on digital skills, programming languages, cybersecurity, and artificial intelligence present opportunities for individuals to enhance their employability and contribute to these expanding sectors.

TECH & DIGITAL WORKFORCE SITUATION

AFTER GRADUATION ONLY 35%

out of a total 57,000 students in Information technology meet business requirements

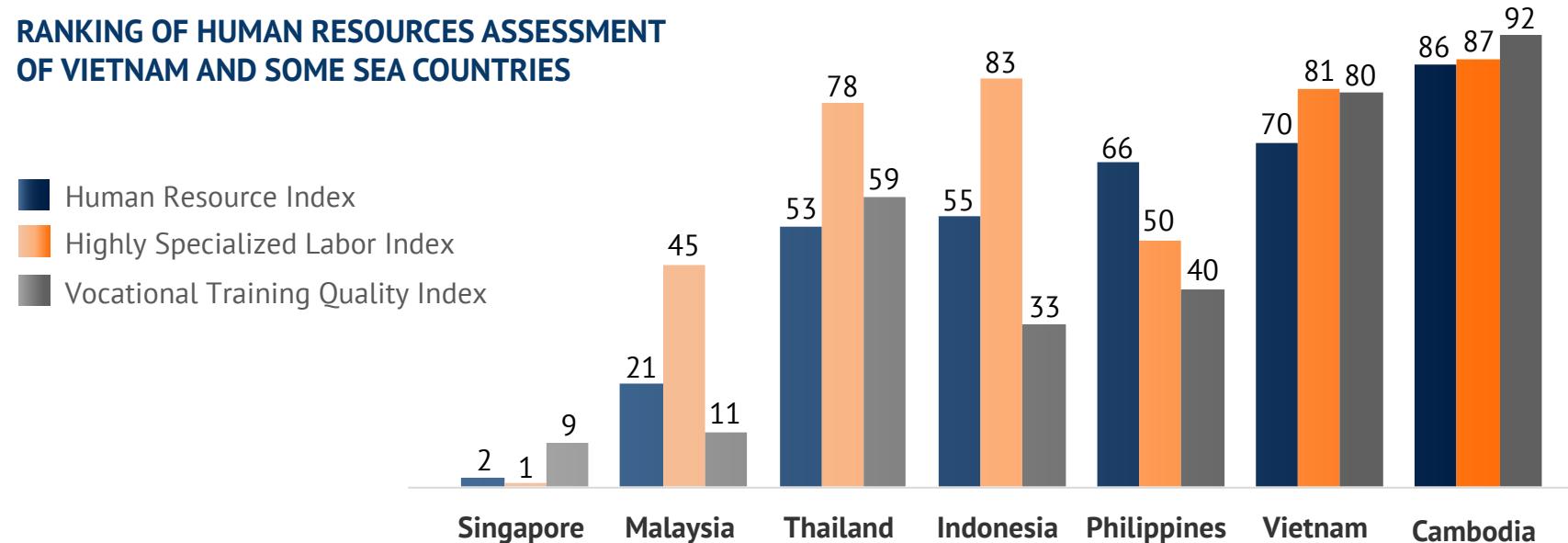
According to the general assessment, although Vietnamese workers have the ability to quickly absorb theory, they are still limited and weak in **practical capacity and high technology application**, especially digital technology, in the actual operation process, in places that require creativity, adapt to a highly competitive environment, jobs that require teamwork, in a multicultural, ethnic, and religious environment.

Besides **soft skills such as self-management and self-organization, communication, interaction and problem-solving skills, project management** also becomes important for human resource development in digital transformation era.

VIETNAM HUMAN RESOURCE INDEX

According to the assessment of international organizations, most of Vietnam's human resource indicators are low. The report of the World Economic Forum (WEF) said that Vietnam belongs to the group of countries that are not ready for Industry 4.0. In terms of human resource index, Vietnam ranks 70/100. In terms of highly skilled workers, Vietnam ranks 81/100. Vocational training quality index, Vietnam is ranked 80/100 countries. If compared with ASEAN countries, almost all of Vietnam's indicators are only better than Cambodia.

RANKING OF HUMAN RESOURCES ASSESSMENT OF VIETNAM AND SOME SEA COUNTRIES



Source: WEF (2018), Readiness for the Future of Production Report 2018

PISA RESULT

2015 TOP 8

On OCED's PISA Chart 2015 on 15-year-old students' abilities about Maths, Science and Reading Comprehension, Vietnam ranked above developed economies like Korea, China & HongKong

OVERPERFORMANCE

DIFFERENT PATTERN

Student performance is so good, there are differences with the patterns of countries that are members of the OECD

The more difficult the question that OECD member countries consider to be, the better the Vietnamese students will do (especially academic items - level hard & super hard)
The easier the question that they consider to be, our students won't do as good as (life experience, life skills)

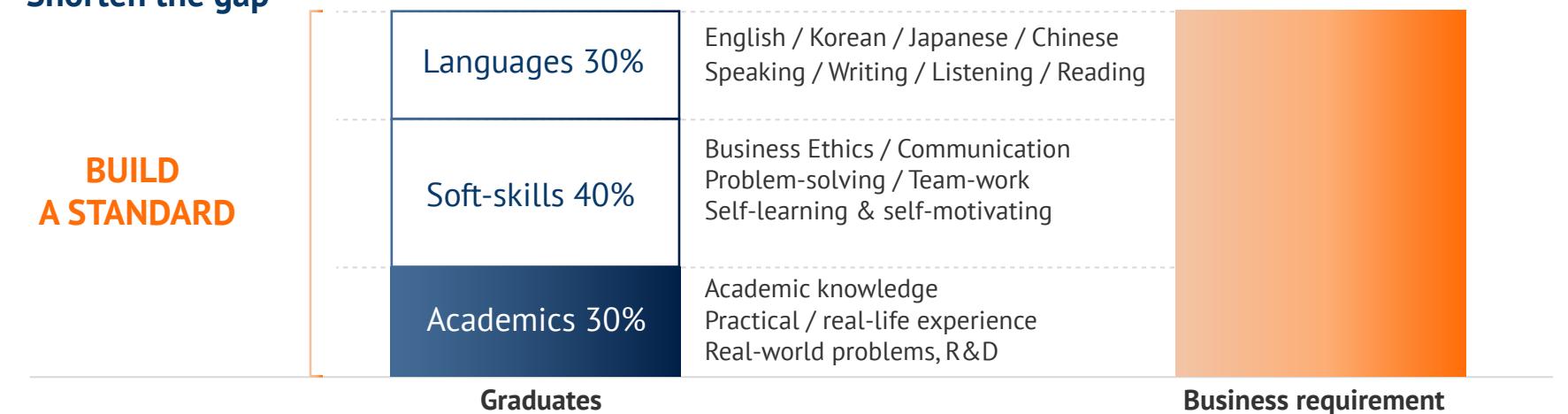
CONCLUSION

Background

- + Abundant & young labor force
- + Early-adopted with STEM education
- + Well-equipped with academic knowledge
- Low ratio of highly-skilled/ 2nd language proficiency labor force
- Lack of real-life experience, poorly-equipped with life & social skills
- Not well-equipped second language skills (like English, Japanese, Korean...)

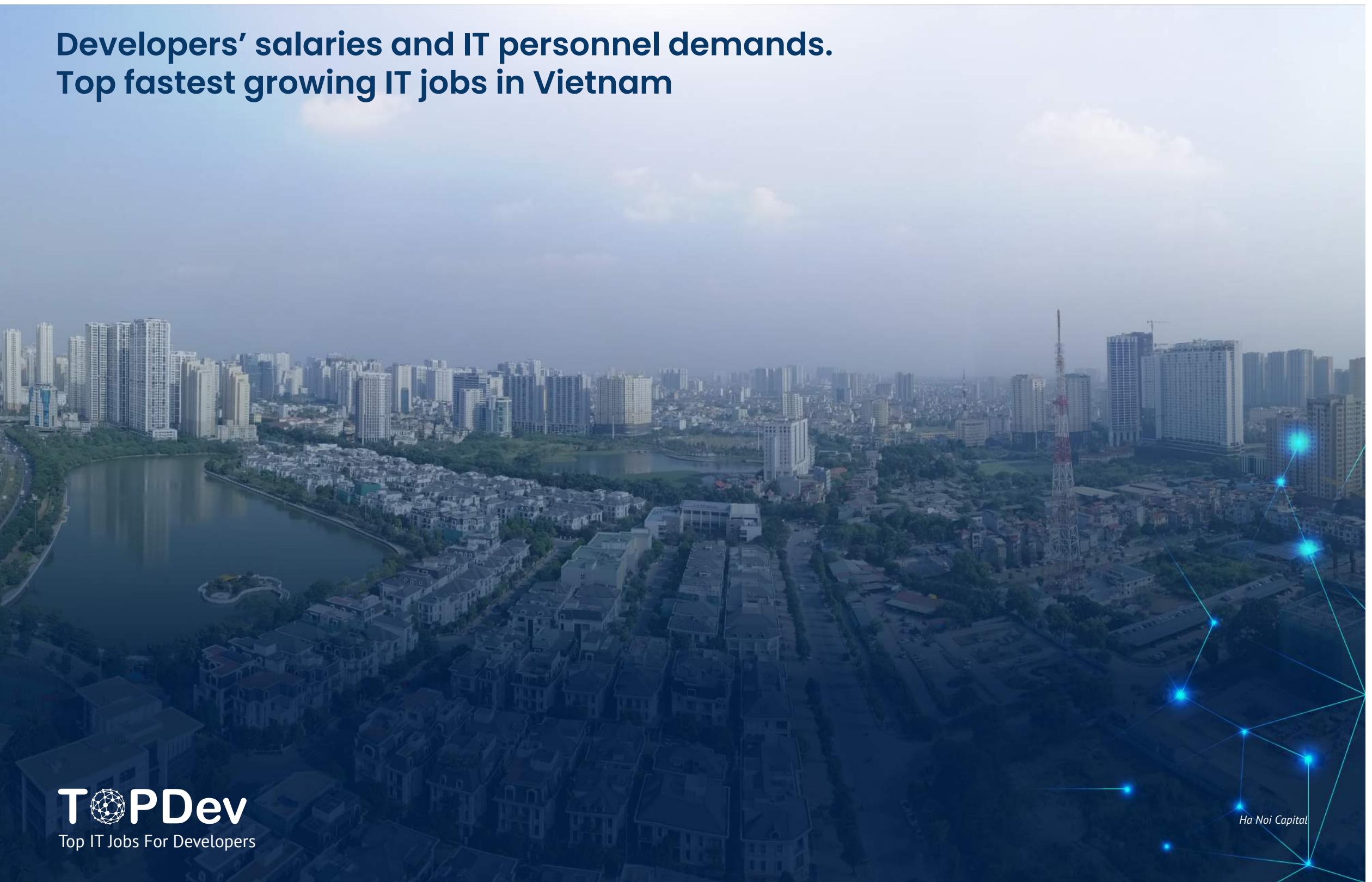
Shorten the gap

BUILD A STANDARD



3. IT JOBS MARKET IN VIETNAM: SALARIES & TRENDS

Developers' salaries and IT personnel demands.
Top fastest growing IT jobs in Vietnam

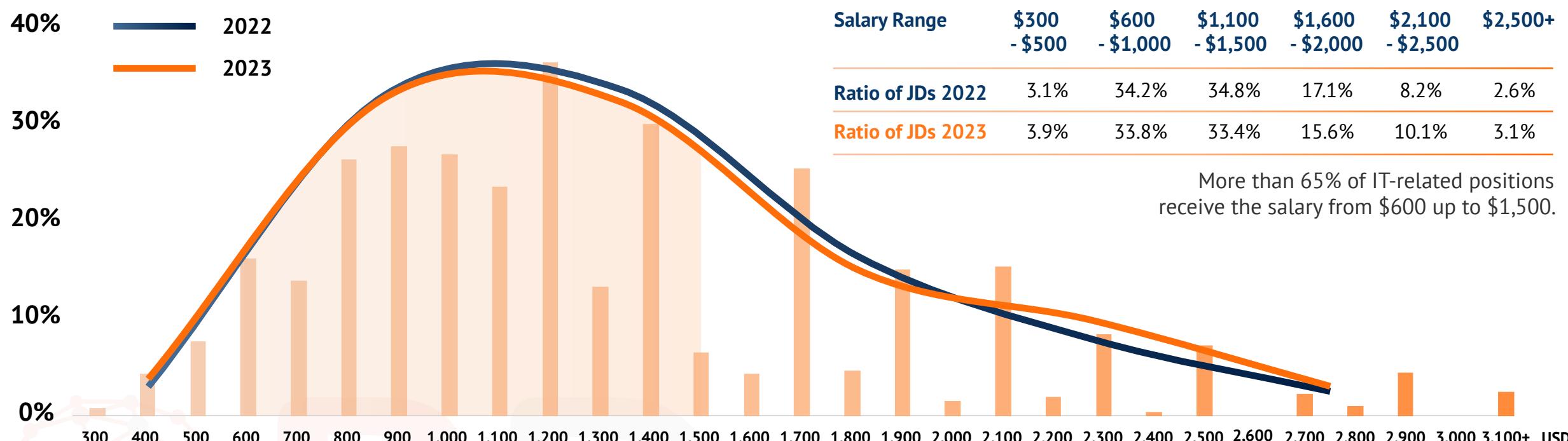


DEVELOPER SALARY @OVERVIEW

AVERAGE SALARY

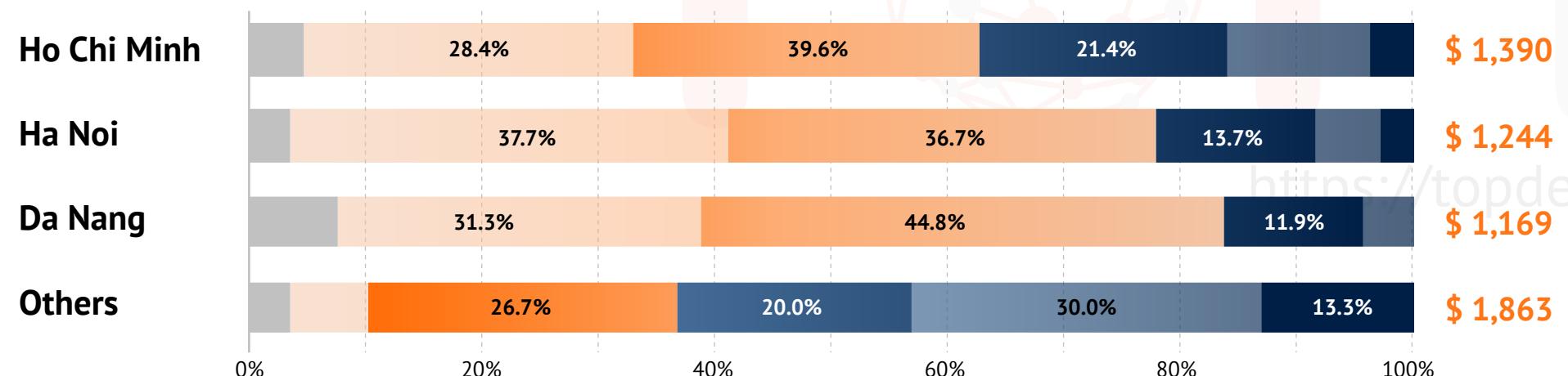
\$1,311 +0.7%
\$1,302 (2022)

It is obvious that this year average salary didn't change much compared to last year and the YoY growth rate was only 0.7%. As a consequence of global economics situation, most of businesses have been in hard situations with many issues related to cash flow, business expansion & growth. Therefore, labor cost - one of largest portion operation cost in business - would be considered to optimize firstly to secure financial stability. However, compared to other industries, salary of IT-related positions have been greater than that of levels in other industries.



SALARY BY LOCATIONS

[unit: ratio of JD on each location %]



\$300 - \$500 \$600 - \$1,000 \$1,100 - \$1,500 \$1,600 - \$2,000 \$2,100 - \$2,500 \$2,500+

Each city showcases a unique pattern, reflecting the local economic conditions and job markets.

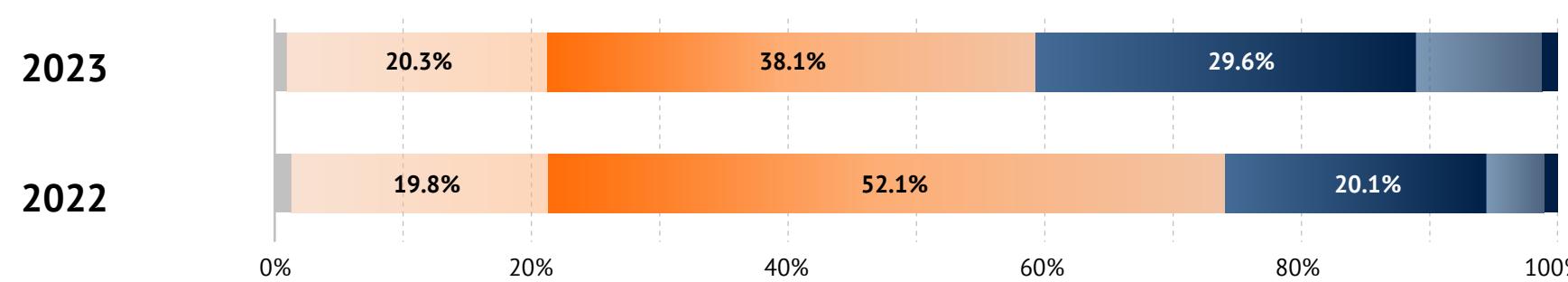
Ho Chi Minh: Has a relatively balanced distribution across multiple ranges, with a higher percentage in the mid-range (\$1,100 - \$1,500) and lower percentages in the extreme ranges.

Ha Noi: Shows a higher concentration in the mid-range (\$1,100 - \$1,500) and the higher range (\$600 - \$1,000), with a relatively lower percentage in the extreme ranges.

Others include other cities/ provinces in Vietnam, overseas & remote.

TRANSITION IN LEVEL OF QUALIFICATIONS REQUIRED

[unit: ratio of JD on each level %]



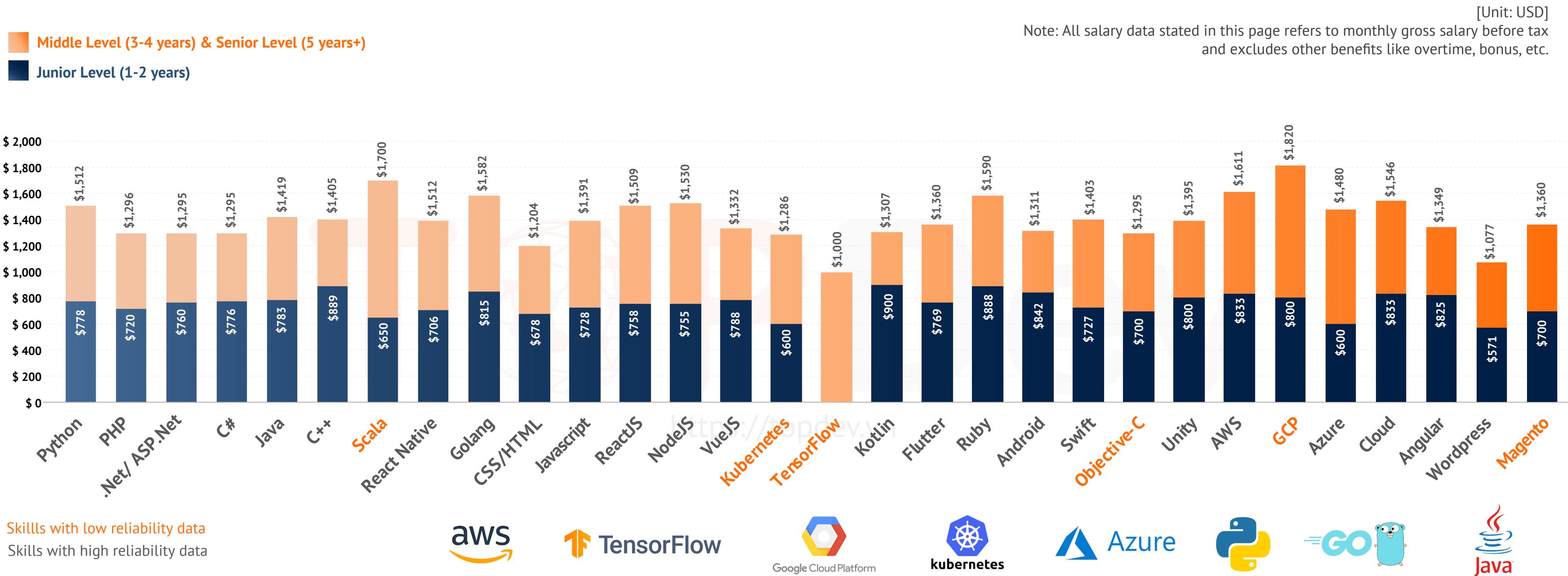
Intern/Fresher Junior 1-2 years Middle 3-4 years Senior 5+ years Leader/Manager Director/Architect

There is a notable shift in the distribution of IT jobs across job levels from 2022 to 2023. Middle and Senior Levels: The Middle and Senior levels have significant shares in both years, indicating a consistent demand for experienced IT professionals.

The Leader/Manager level shows an increase in its share of IT jobs from 2022 to 2023. This expresses a growing need for individuals with leadership and managerial skills in the IT industry.

DEVELOPER SALARY @TECHNOLOGY

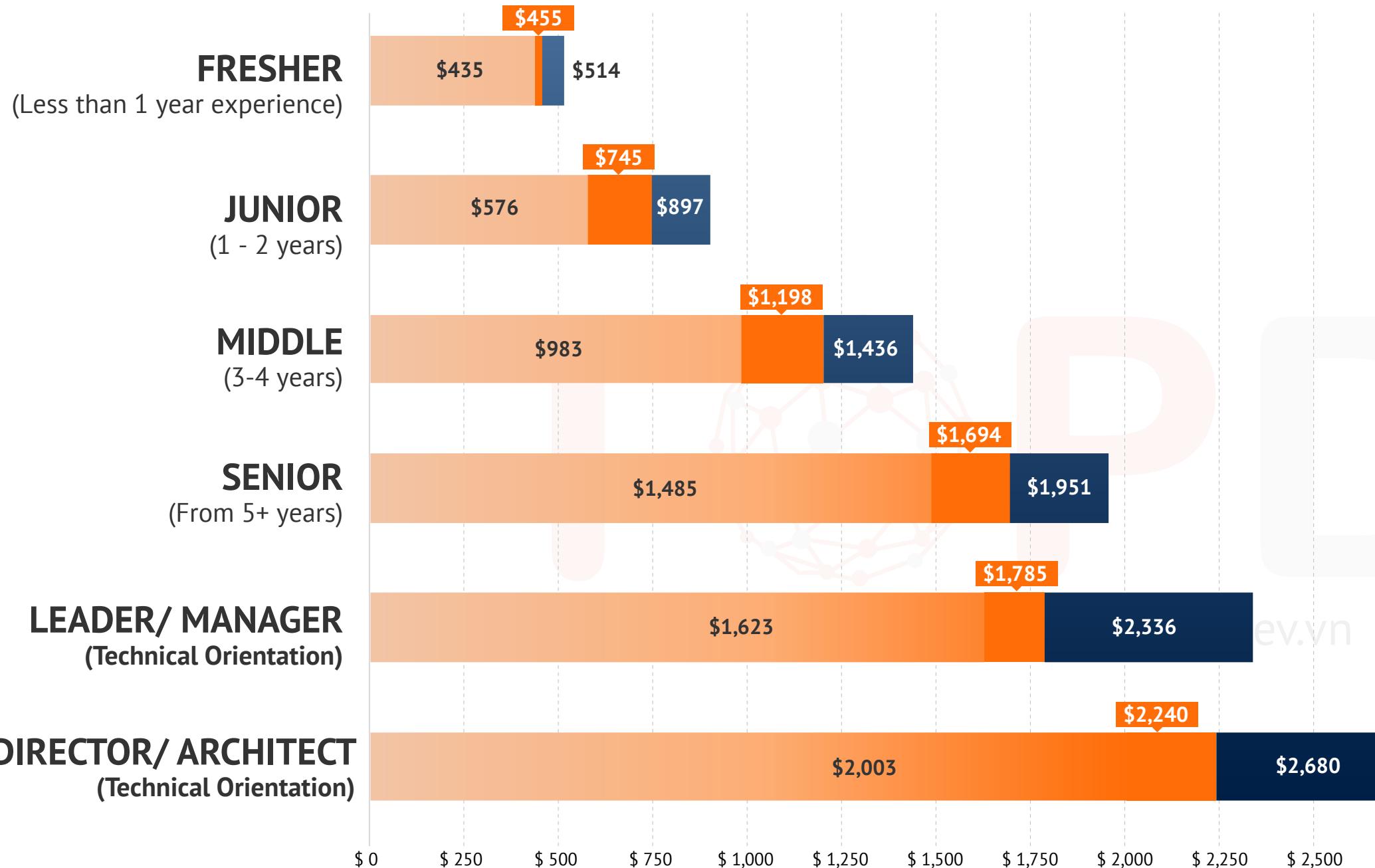
DEVELOPER SALARY BY TECHNOLOGIES



As seen from the data, most of IT positions start the career with level of salary without outstanding difference. But after first 2 years of career, the salary pattern follows different way regarding the technology which can be affected a lot from the job market, economics situation & emerging business requirements. In general, most of fundamental tech stacks like Java, Python,.Net, C++ & PHP have been still considered well-paid consistently years by years. New high-tech skills like Cloud/ AI/ ML/ DevOps-related are being invested more with higher pay pattern with huge impact of real-world applications these days of Cloud computing, Generative AI & modern development process.

DEVELOPER SALARY @LEVEL & INDUSTRY

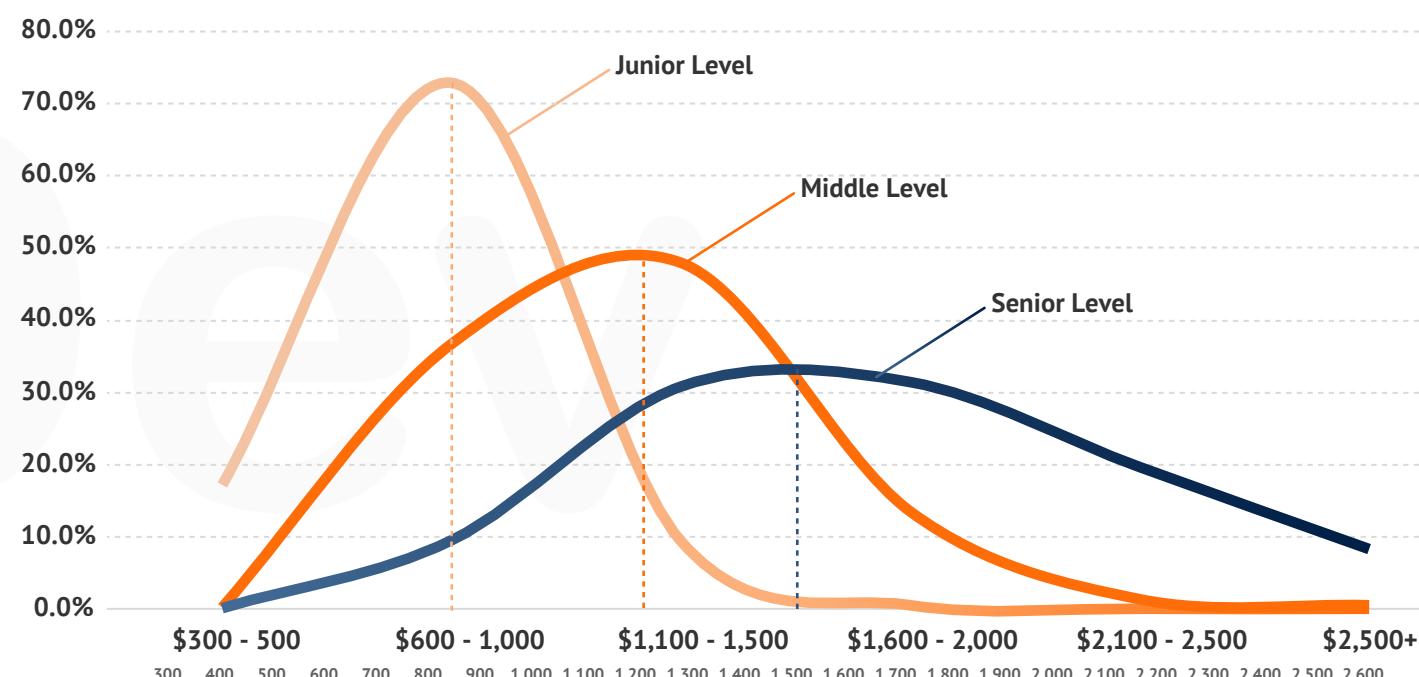
DEVELOPER SALARY BY YEARS OF EXPERIENCE



The salary ranges generally increase as one moves up the job hierarchy, indicating that experience and seniority are rewarded with higher compensation. There are significant differences in salaries among job levels. Leader/Manager and Director/Architect levels have the highest salary ranges, reflecting the increased responsibilities and expertise required for these positions. As a Fresher in IT market, it is expected to get the salary from \$435 to \$514. After 2 years working in IT industry, the speed of salary increase seems faster than first 2 years while developers have obtained some base knowledge & working experience.

DEVELOPER SALARY DISTRIBUTION BY MAIN LEVELS JUNIOR, MIDDLE & SENIOR

A similar pattern to salary by years of experience is reflected in that of main levels. Generally, the salary will become higher as one climbs up the ladder of working level. More than 70% Junior positions are offered around the range \$600 - \$1,000. Major range for Middle level is \$1,100 - \$1,500 with nearly 50% popularity. Senior level covers wider salary range with mostly starting from \$1,100 up to \$2,000. Around 10% Senior positions offer salary from \$2,500.



These insights provide an overview of the salary range distribution within each job level in the year 2023. It should be noted that the data represents a snapshot and may vary based on factors such as industry, location, specific hiring requirements and individual qualifications or experience.

[Unit: USD]

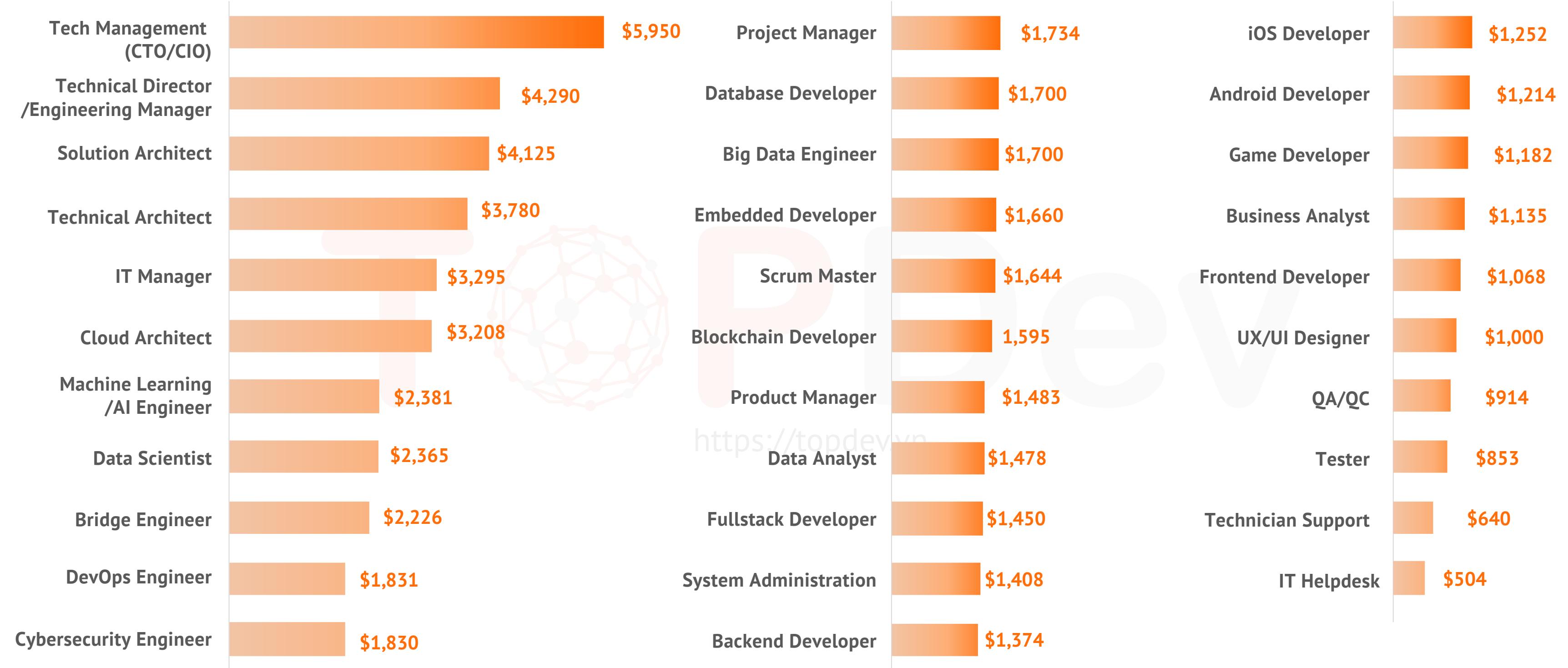
Note: All salary data stated in this page refers to monthly gross salary before tax and excludes other benefits like overtime, bonus, etc.

DEVELOPER SALARY @POSITION

DEVELOPER SALARY BY POSITIONS IN IT INDUSTRY

(relatively up to 3 years of experience working in specific technology)

[Unit: USD]



Note: All salary data stated in this page refers to monthly gross salary before tax and excludes other benefits like overtime, bonus, etc.

As predicted by the previous reports, highest-paying positions require special skills like Data Analyst, Cloud, DevOps, Machine Learning or AI. Due to Covid-19 impact which leads to urge for business digital transformation, the importance of Cloud Service & DevOps has played a critical role in maintaining & developing the business. Therefore, there has experienced dramatical growth in demand for Cloud/ DevOps engineers which follow with those positions increasing the salary base.

TOP FASTEST GROWING IT JOBS 2023 – 2025

DATA SCIENTIST

Data scientists use technical and analytical skills to identify patterns, handle data, and draw valuable conclusions. They recognise the right solutions by combining theoretical and industry knowledge, contextual insights, and scepticism of established assumptions.

Some Data Scientist skills include: Machine Learning algorithms, creating data models, programming languages, such as Python and R, identify business issues to provide appropriate solutions.

DEVOPS ENGINEER

DevOps engineer has been named one of the most-hired roles in recent years. DevOps engineer oversees the coding, scripting and development processes. They are also in charge of the software development team involved in the deployment and network operations.

Some DevOps engineer skills include: programming languages, such as Python and R, coding and scripting, Good grasp of tools, such as Git and Jenkins, Mastery in Linux or UNIX system administration, Strong communication and interpersonal skills, Deep understanding of DevOps best practices.

CLOUD ARCHITECT

A cloud architect creates cloud architecture and cloud strategy. They also coordinate, implement, and deploy cloud services. Cloud architects ensure correct application architecture and execution on the cloud platforms.

Some of the cloud architect skills include: programming languages such as Python, Ruby, data storage fundamentals, Route 53 (DNS), CloudFront (CDN), and Virtual Private Cloud (VPC), cloud-specific patterns and technologies.

Level 1 - Basic

\$ 1,560

Level 2 - Intermediate

\$ 2,090

Level 3 - Advanced

\$ 2,381

Level 1 - Basic

\$ 1,519

Level 2 - Intermediate

\$ 1,831

Level 3 - Advanced

\$ 2,161

Level 1 - Basic

\$ 1,875

Level 2 - Intermediate

\$ 3,208

Level 3 - Advanced

\$ 3,524

AI ENGINEER

An AI engineer is responsible for developing and implementing artificial intelligence-based solutions and systems. This involves designing, building, training, and deploying AI models and algorithms that can perform tasks such as natural language processing, image recognition, and predictive analytics.

They should be proficient in programming languages such as Python, Java, C++, and R, and familiar with software development frameworks such as TensorFlow, PyTorch, and Keras. Additionally, they should have good knowledge of algorithms and data structures, as well as experience with data analysis, data wrangling, and data visualization.

CYBERSECURITY SPECIALIST

Remote working, the internet of things (IoT), and the ongoing migration of more and more aspects of our lives into the digital domain (as well as the metaverse) all have major implications for the ways in which cybercriminals can potentially make life unpleasant. Cyber security professionals harness AI to predict and counter hacking and DDOS attacks while also adopting the psychological approach needed to defend against lower-tech approaches based around social engineering. It's a diverse skillset and one that will make anybody an attractive fit for the workforce of the future.

FULL-STACK DEVELOPER

A full-stack developer is in charge of developing and building APIs using various combos of stack technologies and is proficient in both front-end and back-end programming.

Skills include: Good understanding of programming languages (MongoDB, Express.js, AngularJS, and Node.js...), Knowledge of how to design and develop an API, Understanding of web development fundamentals, Good command over database technologies.

Level 1 - Basic

\$ 520 - \$1,080

Level 2 - Intermediate

\$ 1,080 - \$2,160

Level 3 - Advanced

\$ 2,160 - \$4,320

Level 1 - Basic

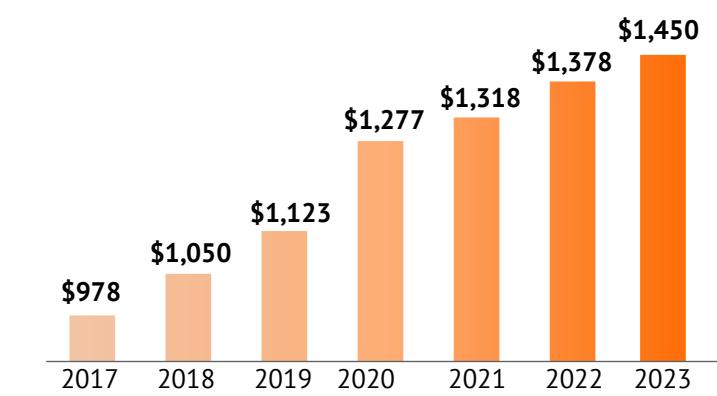
\$ 2,072

Level 2 - Intermediate

\$ 3,180

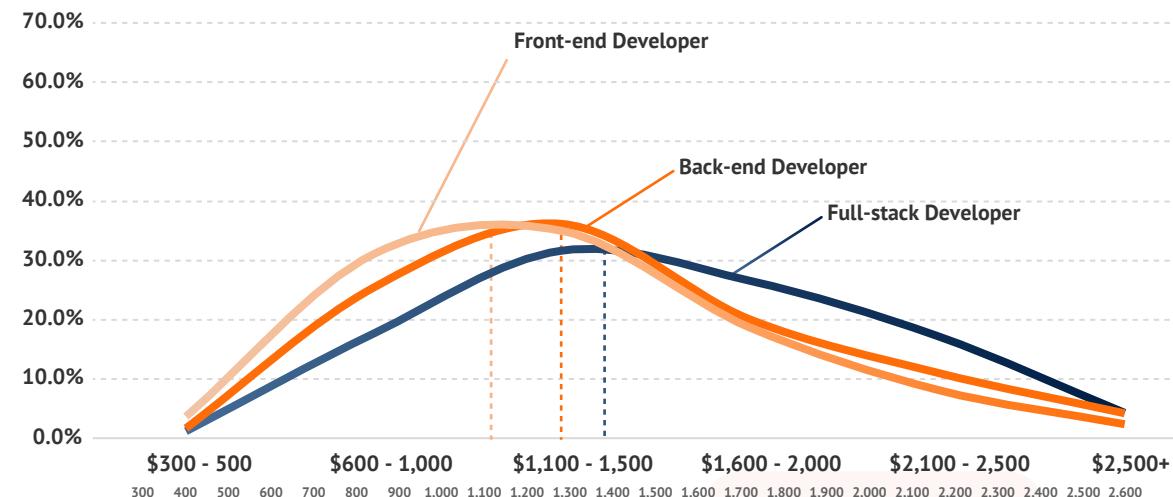
Level 3 - Advanced

\$ 3,566



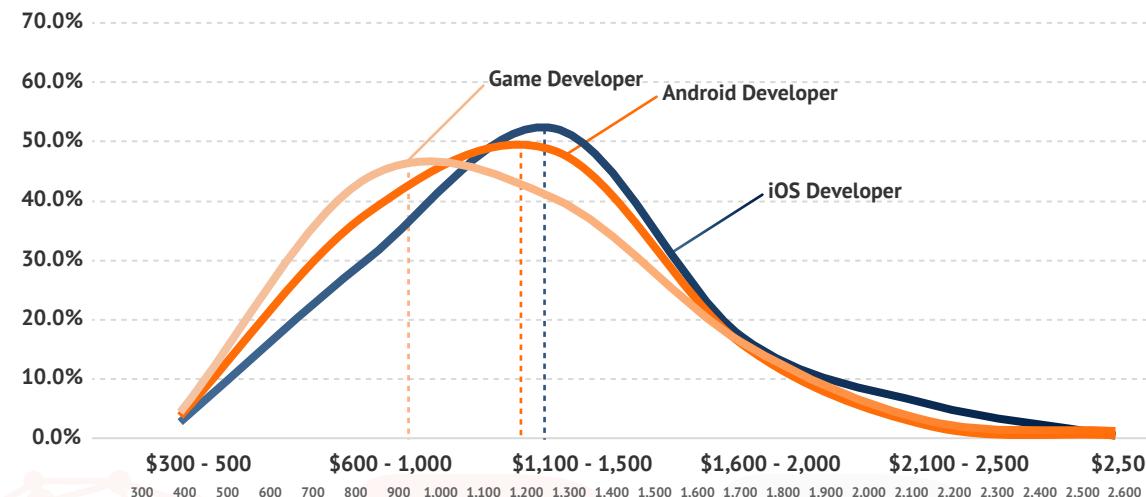
SALARY DISTRIBUTION

WEB DEVELOPER



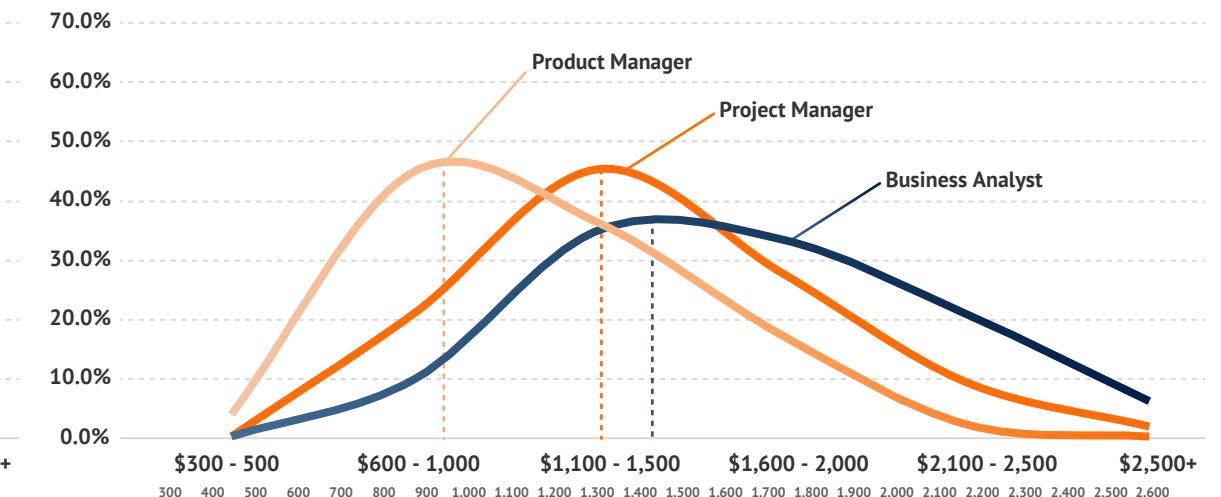
There is not such a big difference in salary range among the web developer positions. The most common range for this group of developers is \$1,100 to \$1,400 which accounts for approximately 35% of the total surveyed positions. Full-Stack Developer is considered to be paid higher than the others.

MOBILE DEVELOPER & GAME DEVELOPER



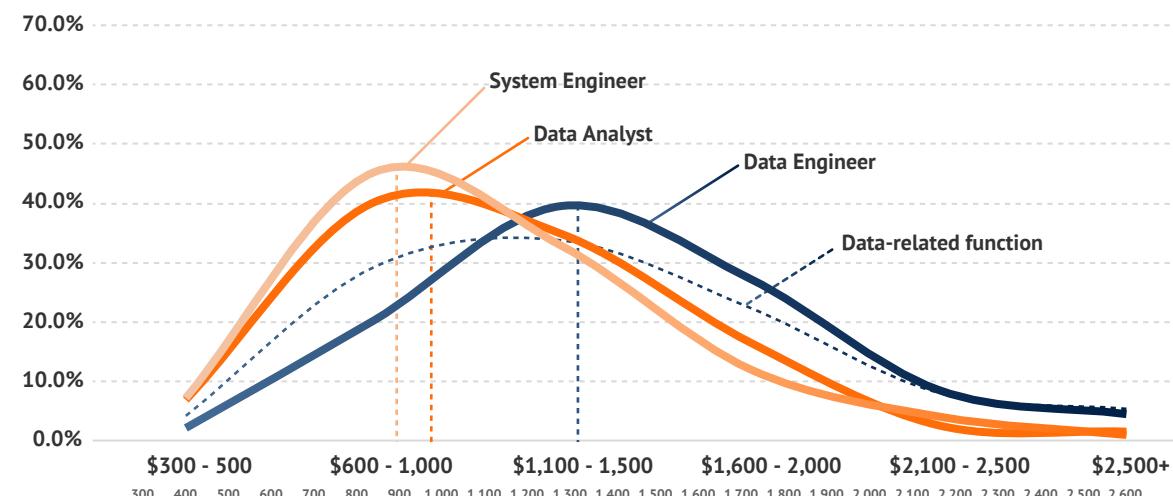
Compared to last year, the salary of Game Developer slightly decreased from \$1,279 to \$1,182. On the other hand, Android Developers and iOS Developers stated to have been paid 2% - 4% higher.

PRODUCT/ PROJECT MANAGE & BUSINESS ANALYST



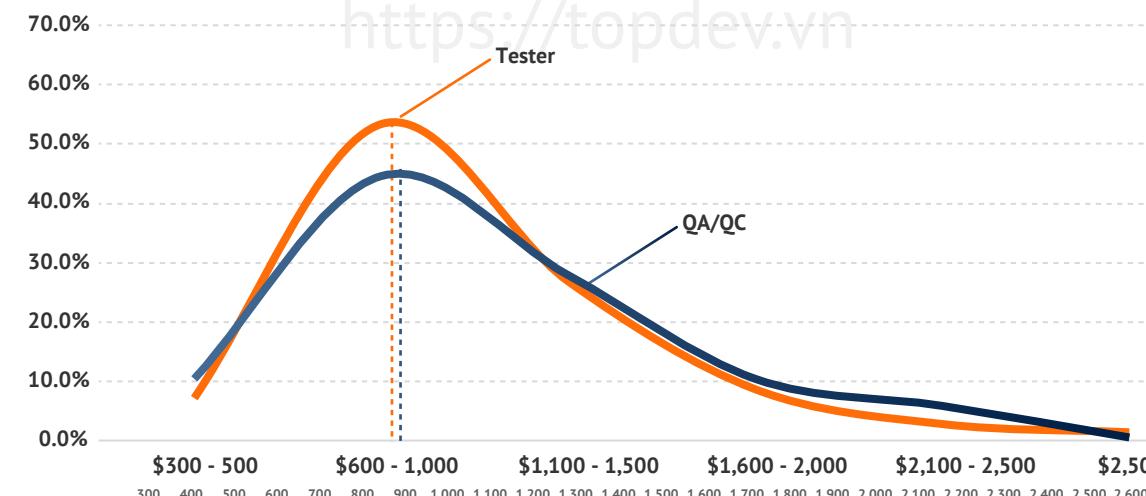
Business analyst has the largest salary spectrum in the group with around 60% positions offering above \$1,100. Project manager has higher popular salary with \$1,300 compared to Product manager with \$950.

DATA/ DATABASE & SYSTEM ENGINEER



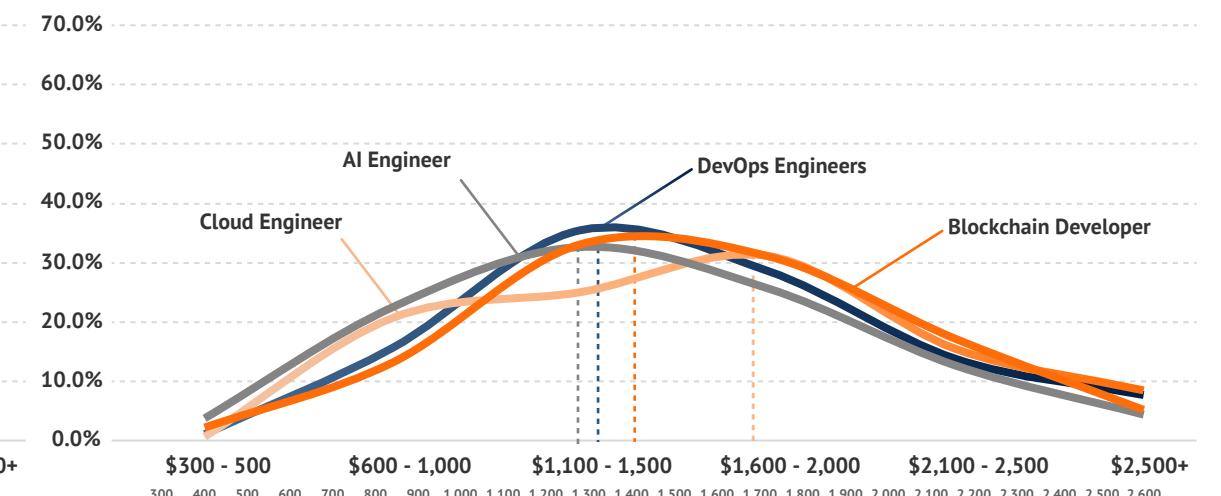
Popular salary of Data analyst is \$100 higher than that of system engineer, and data engineer has the highest popular salary \$1,300 in the group

TESTER & QA/ QC



Tester and QA/QC share quite same salary spectrum with popular salary around \$900. However, the rate of tester position number offer popularing salary is higher around 10%

DEVOPS, AI, BLOCKCHAIN & CLOUD ENGINEER

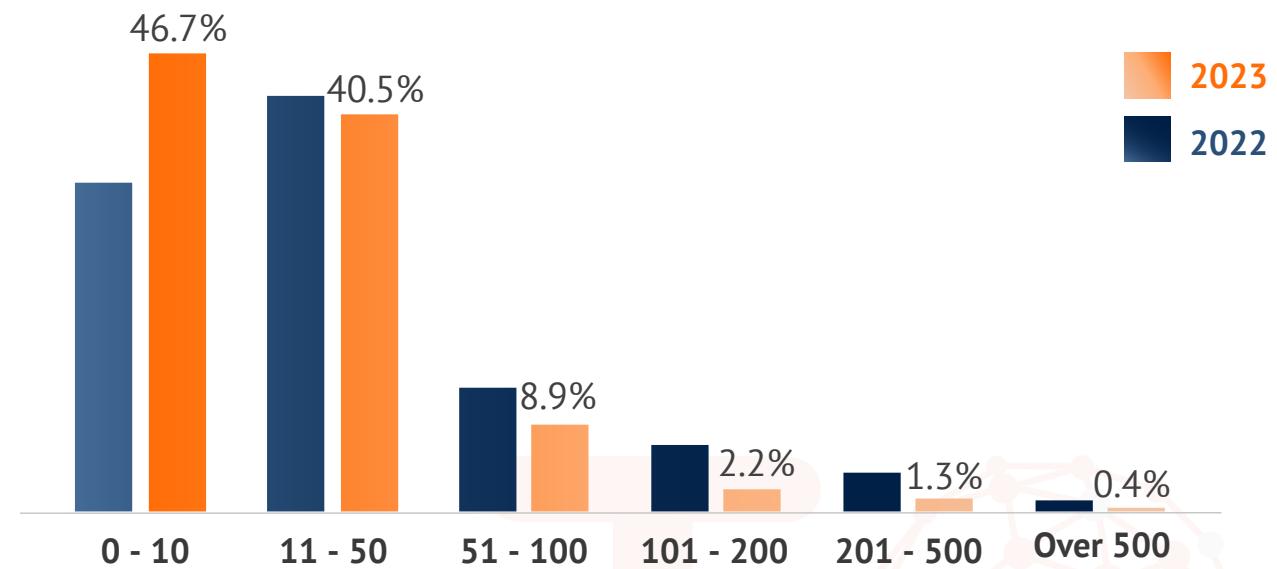


These 4 positions' salary in the market is distributed quite evenly in all ranges, in which Cloud engineer has the highest popular salary \$1,700. Especially, the position numbers offering above \$2000 in this group made up higher proportion than other group.

4. TECH HIRING IN VIETNAM PATTERN & CHALLENGE

Tech hiring behaviors, concerns & challenges
Job Description, CV & Employer Branding Practice

TECH TALENTS TARGET TO HIRE IN 2023 COMPARED TO 2022

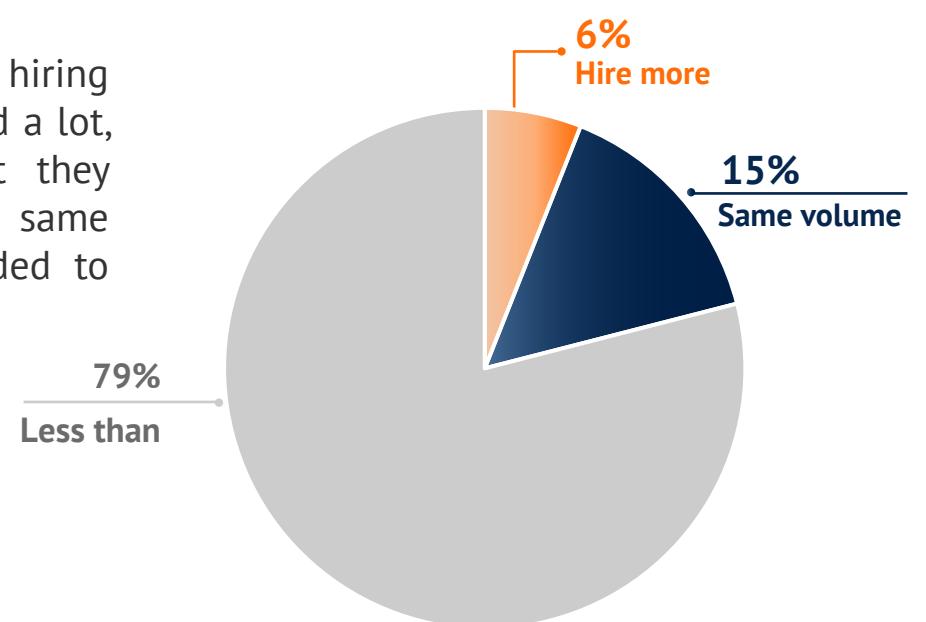


Many high-growth tech companies hired too aggressively during & after pandemic to meet the unprecedented demand for digital goods and services. Companies had hired full-time workers with inflated salaries and compensation packages until worldwide economics decline since end of last year. Compared to 2022, most of companies have narrowed down their hiring plan in 2023 with considerable decrease in number of new vacancies.

Nearly 90% companies plan to hire less than 50 developers this year while that of last year was just 75%.

TECH HIRING BUDGET IMPACT

Together with decreasing hiring demand, hiring budget for this year 2023 also was affected a lot, while only 6% of companies said that they increased hiring budget, 15% maintained same volume and nearly 80% companies decided to reduce.



% OF HIRING REMOTE/ FREELANCER

How you think about hiring remote/ freelancing developers?



Nearly 50% of companies have been and are considering recruiting IT personnel to work remotely or as freelancers, of which 6% have started recruiting & 3% have recruited and worked in enterprises.

TIME TO FILL A POSITION IN TECH INDUSTRY

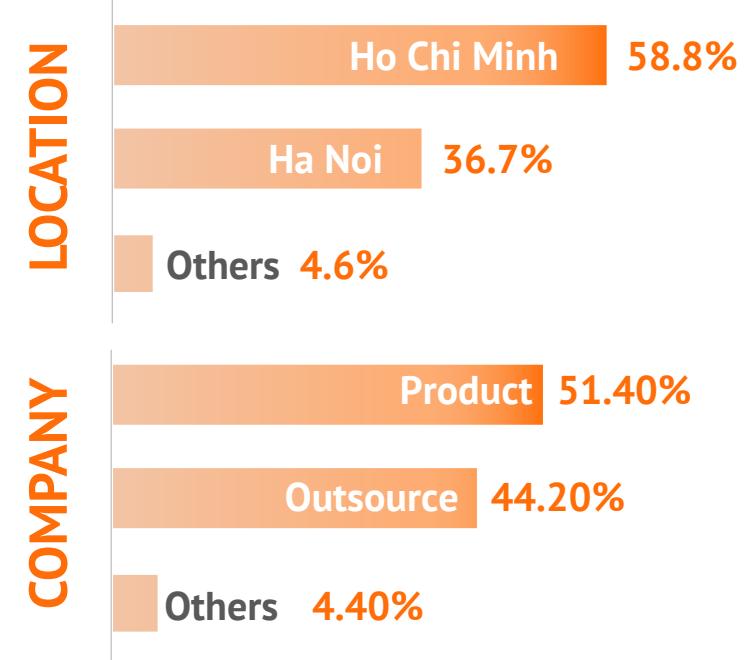


13 days less than 2022 (51 days)

Due to the high demand for developers, it takes a longer period to find candidates open to discuss the vacancy. Also, developers often have a couple of offers at the same time, and they may take some time to consider the best option for them.

(*) Include all the process from job announcement, screening to interview & onboard.

TOP HIRING LOCATION



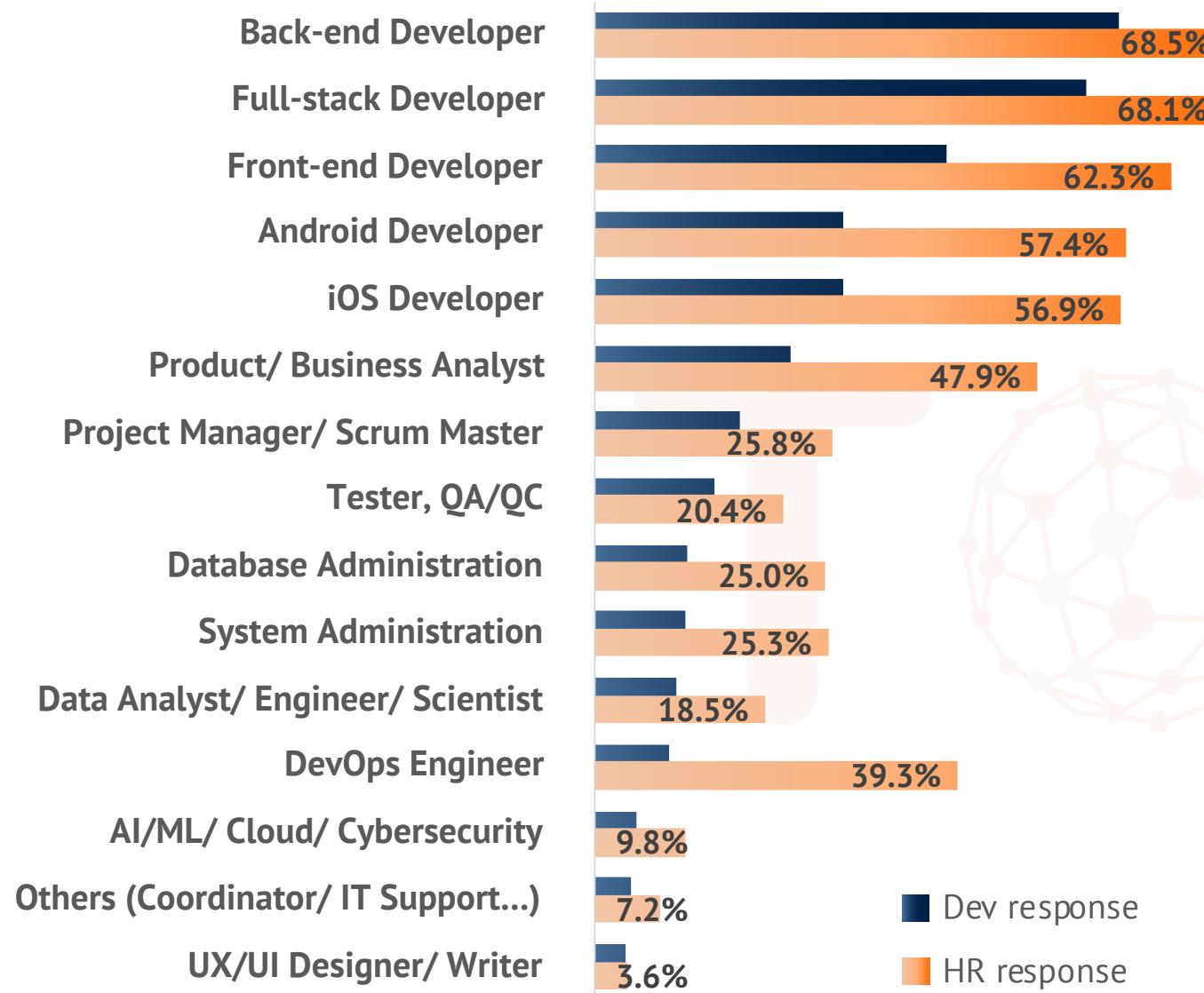
Ratio of HCM jobs slightly decrease (2%) compared to 2022. However, HCM still plays important role as a Tech Hub in Vietnam where more than 55% developers/ IT population are locating here.

Among Product companies, industries related to B2B Services like IT Service, Security & Administrative/ Support services faces less impact than other industries in the period of economics downturns. Financial & Banking services also slightly decreased but still not too much.

Top 2 foreign nations hiring most developers in 2023 in Vietnam are Japan & South Korea, then USA & Singapore.

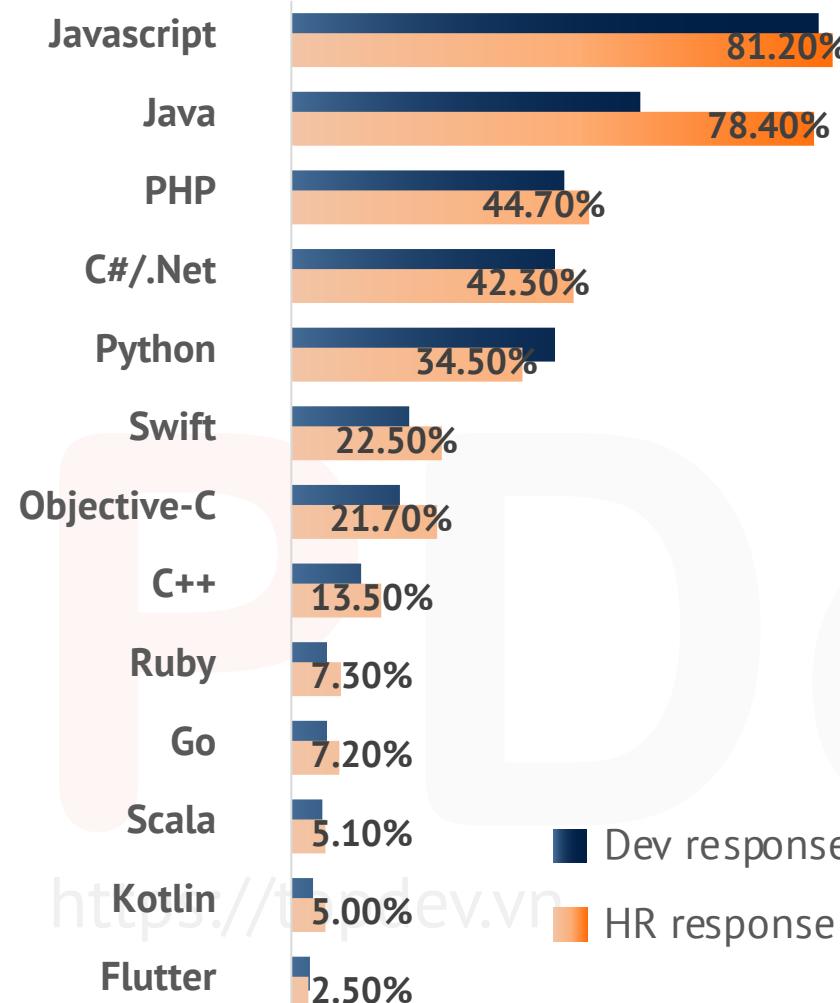
DEMANDS FOR IT JOBS & TECH STACKS

TOP HIRING TECH POSITIONS VS MOST POPULAR POSITIONS AMONG IT INDUSTRY



Majority of employers said they mostly need all the time Back-end Developers, Full-stack Developers and Front-end Developers. The dominance of trending web technologies has pushed the number of Web Developers much higher. Meanwhile, demands on these positions have experienced some significant switch when HR really focuses more on Mobile Developers, Product & especially DevOps Specialist.

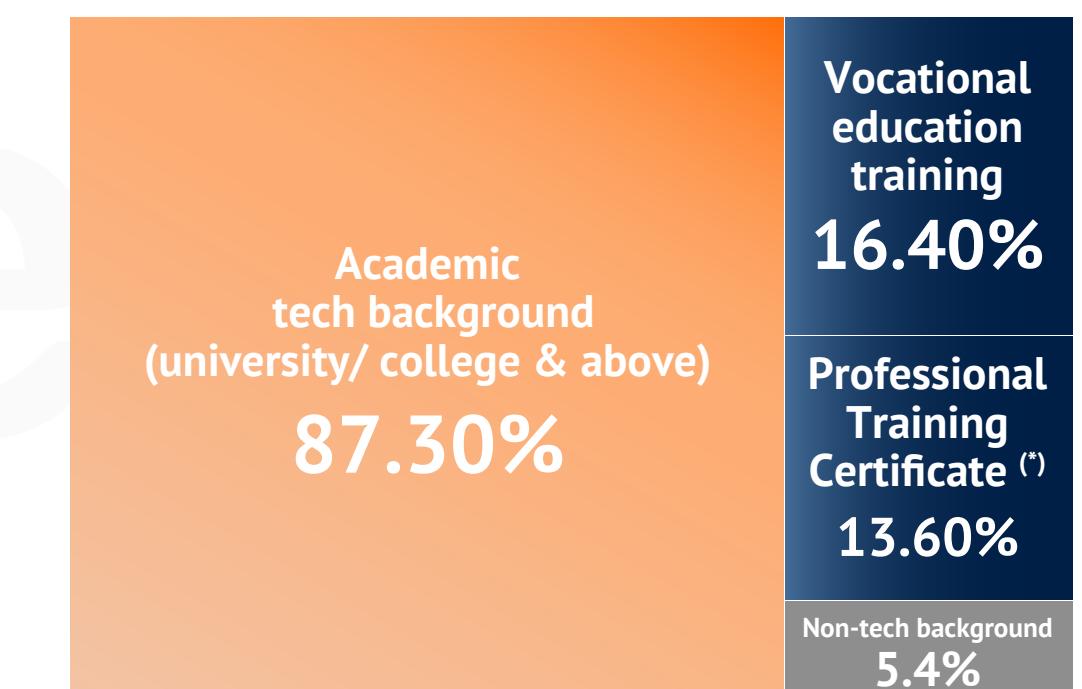
TOP HIRING TECH STACKS VS MOST POPULAR TECH STACKS



Despite some changes to the overall popularity of specific tech stacks in Vietnam & region, top 5 IT skills which companies are looking for have remained similar to previous years: Javascript, Java, PHP, C#/.Net & Python. Nearly 80% of companies are looking for JavaScript developers.

TOP HIRING EDUCATIONAL BACKGROUND

Most of employers in Vietnam (87.3%) prefer tech talents with academic tech background (universities/ colleges & above). On the other side, only 5.4% employers open to hire non-tech background candidates for positions in Tech industry. Candidates completing vocational education training or obtaining professional training certificate are preferred with 16.4% & 13.6% respectively.



(*) Include Certificate issued by global/ local institutions, online/ offline coding/ training courses

With modern tech hiring model, it is expected that more & more non-tech background as well as alternatives beyond academic background can have chance to join the Tech labor market without lack of recognition.

FOREIGN LANGUAGES PREFERENCE

Question: Which foreign language & level of competence do you require the most for tech positions in your companies? (choose up to 3)

The majority of employers expect developers to possess at least a basic and limited level of proficiency in their technical roles. This criterion is applicable to approximately 9.0% of professionals who work in English-required positions, primarily in foreign companies located in Vietnam. These companies, which have both management levels and customers who frequently use English, emphasize the importance of English proficiency.

In addition to English, Japanese and Korean have emerged as two popular foreign language requirements in recent job descriptions. The hiring approach for these languages differs significantly from that of English. Employers from Japan and Korea, who seek developers with foreign language skills, **typically insist on a professional working level**. They rarely accept candidates with only a basic or limited proficiency due to cultural and communication differences, as a basic level may lead to inappropriate situations. Similar requirements are also applicable to other foreign languages such as French, Chinese, and Russian.

**English - Basic working
60.50%**

**English - Limited working
30.50%**

**English Professional working
9.0%**

The English level of Vietnamese developers was ranked 13th in Asia and 65th globally according to the EF Education First English Proficiency Index. The requirement for English skills of software developers in Vietnam is shifting from “nice-to-have” to “must-have,” which will require developers to consider more seriously practicing their English skill.

Ratio of jobs in the market requires Japanese accounts for 3.5 - 4.0% & less than 1.0% for Korean but mostly requires “Professional working” level where developers use Japanese/ Korean for both working & daily communication. Popular positions requires this level of foreign languages fluency includes IT Comtor, Project Coordinator, Project Manager, Bridge Engineer (BrSE), Business Analyst.

Average salary of JDs requiring professional working in English is 27% higher than average of all JDs, while that level of Japanese or Korean is at least 38% higher than average.

SOFTSKILLS PREFERENCE FOR INTERVIEW ASSESSMENT

Question: Which softskills do you require the most from developers? (choose up to 3)

Accountability & Work Ethic

Refers to assessing a candidate's sense of responsibility, reliability, and dedication towards their work. It involves evaluating their willingness to take ownership of their tasks, meet deadlines, and maintain a strong work ethic.

Communication

57.5%

Refers to ability to effectively convey information, ideas, and thoughts to others which are crucial for successful collaboration, problem-solving, and relationship-building in the workplace.

60.5%

**Collaboration/
Teamwork
43.5%**

**Languages
35.0%**

Problem Solving

55.1%

Refers to ability to identify, analyze, and solve problems effectively. It assesses their critical thinking skills, creativity, and logical reasoning in approaching complex or challenging situations.

**Growth Mindset
37.3%**

**Upskill & Reskill
25.8%**

**Adaptability
15.9%**

In addition to technical skills, soft skills have become an important criteria in the process of HR/ recruiters evaluating IT candidates. Top 3 important soft skills for developers include: **Accountability & Work Ethic, Communication & Problem Solving**.

Upskill & Reskill requirement has risen recently due to tighter recruitment budget as well as the pressure of optimizing current enterprise resources.



GOVERNMENT AGENCIES

Ministry of Labour - Invalids and Social Affairs
Vietnam Social Security
General Department of Taxation

SALARY

In general, an employee's typical monthly salary package includes their gross salary and mandatory insurance contributions. Personal income taxes (PIT) will be levied on the balance after mandatory insurance contributions have been deducted. In some cases, the gross salary may also include overtime pay, allowances and bonuses, as well as additional benefits. Vietnamese employees must receive compensation in Vietnamese Dong, even if they work for foreign companies. The probation period must be based on the nature and complexity of the job but probation is applied only once for each job and does not exceed 60 days for posts which require professional and technical qualification of collegial or higher level. The wage for an employee during the probation period must be agreed upon by the two parties but must be at least equal to 85% of the wage for the job.

SOCIAL, HEALTH AND UNEMPLOYMENT INSURANCE (SHUI)

Compulsory insurance in Viet Nam comprises of Social Insurance (SI), Health insurance (HI) and Unemployment insurance (UI), which are jointly borne by the employer and employee. Vietnamese employees and foreign employees have the same insurance rates.

SI/HI/UI contribution rates

The insurance contribution levels for Vietnamese employees

Contribution rate	Employee portion	Employer portion	Total
Social Insurance	8%	17.5%	25.5%
Health Insurance	1.5%	3%	4.5%
Unemployment Insurance	1%	1%	2%
Total	10.5%	21.5%	32%

The insurance contribution levels for foreign employees applicable from 01 July 2022 as follows:

Contribution rate	Employee portion	Employer portion	Total
Social Insurance	8%	17.5%	25.5%
Health Insurance	1.5%	3%	4.5%
Unemployment Insurance	-	-	-
Total	9.5%	20.5%	30%

The income subject to SI/HI/UI contributions includes salary, certain allowances and other regular payments. The capped salary for SI and HI calculation purpose is 20 times of Government monthly minimum salary, and for UI calculation purpose is 20 times of regional monthly salary. The minimum salary and minimum regional salary are set by the Government and annually reviewed.

- SI contributions are payable by foreign individuals working in Viet Nam, holding a work permit, and employed under a Viet Nam labour contract with an indefinite term or a definite term of 1 year or more.
- HI contributions are required for Vietnamese and foreign individuals that are employed under Viet Nam labour contracts for at least three months.
- UI contributions are applicable to Vietnamese individuals only.
- Certain foreign employees internally transferred within a group and employees who have reached the statutory retirement age are not subject to compulsory SI contributions.

EMPLOYMENT CONTRACTS

A labor contract must contain provisions such as the scope of work, working hours, rest breaks, wages, job location, term of contract, occupational safety and hygiene conditions and social insurance.

There are two types of labor contracts in Vietnam:

- Indefinite term - A contract in which two parties do not determine the term and the time for its termination.
- Definite term - Two parties determine the term as a period not exceeding 36 months and the time for its termination. The definite contract can only be renewed once.

NEW REGULATION RELATED TO PERSONAL DATA PRIVACY (DECREE 13)

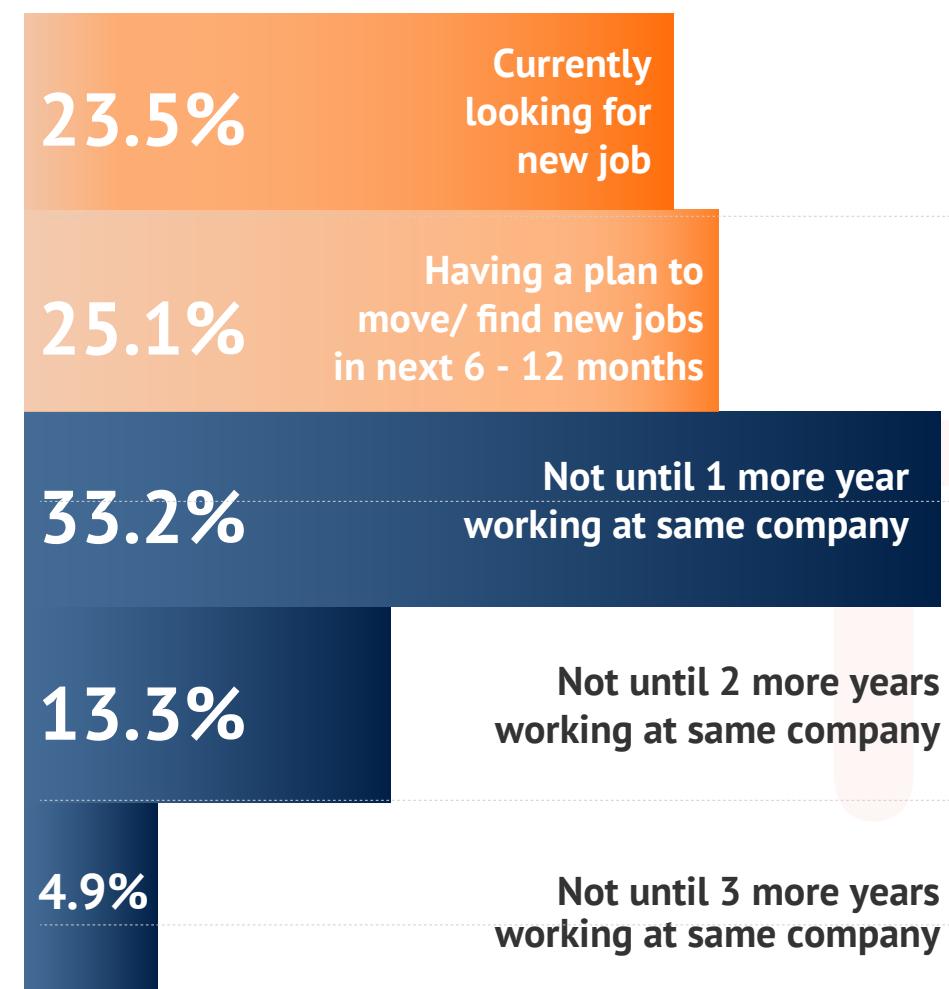
Personal data privacy concerns in human resource management and workplace management are significant due to the sensitive nature of the information involved.

Privacy concern	Related data	Risk
Employee Personal Information	Names, addresses, social security numbers, bank account, medical records	Identity theft, fraud, or unauthorized access
Employee Monitoring	Internet usage, email monitoring, video surveillance	Encroach on employees' privacy
Background Checks	Credentials, employment history, and criminal records	Store without consent & fail to protect
Biometric Data	Fingerprints, iris scans, or facial recognition	Potential for misuse or unauthorized access
Data Sharing & Third-Party Access	Payroll providers or benefits administrators	Data breaches or unauthorized us
Compliance with Data Protection Regulations	GDPR (Europe), CCPA (USA), Decree 13 (Vietnam)	Security measures, Access right, Deletion

IT CANDIDATE JOB SEARCH BEHAVIOR

JOB SEARCHING TIMELINE

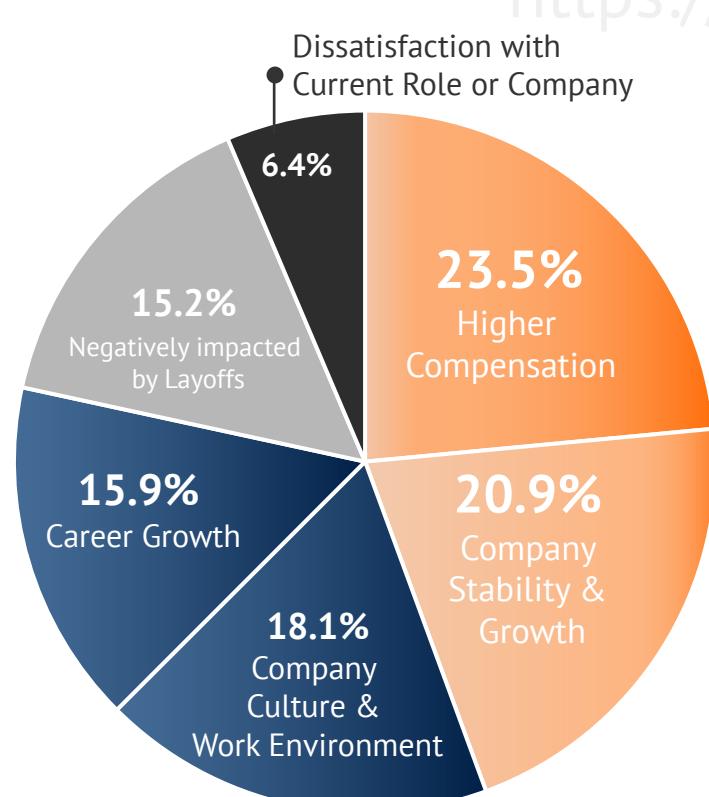
Question: When do you think about finding a new job?



With “the less of confidence” of developers looking for new jobs this time of year, 48.6% developers consider to find new jobs in next 12 months.

23.5% of developers are actively looking for a new job (14% increase compared to last year) as the consequence of negative impact from economics downturn; 25.1% plan to move/ find a new job in the next 6-12 months. 33.2% of developers answered that they would spend at least 1 more year at their current company.

The rest spend 2 to more than 3 years to continue with the current company.

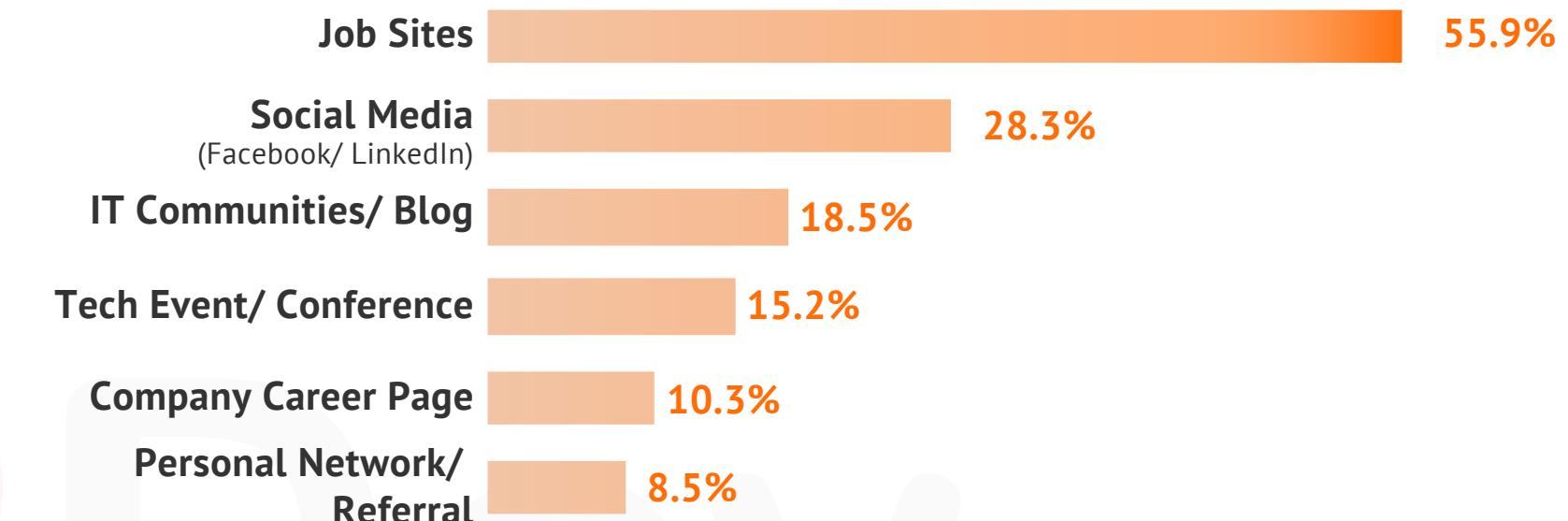


TOP REASONS OF NEW JOB SEARCHING

Being impacted by worldwide economic recession, there have been much less career choice for developers to choose than last year. Besides common reasons for developers to consider new jobs, this year 2023 we acknowledged 15.2% negatively impacted by layoffs & ‘Dissatisfaction with Current role & company’ reasons seemed reducing much more.

CHANNELS OF FINDING IT JOBS

Question: Where you usually find new jobs (choose up to 2)



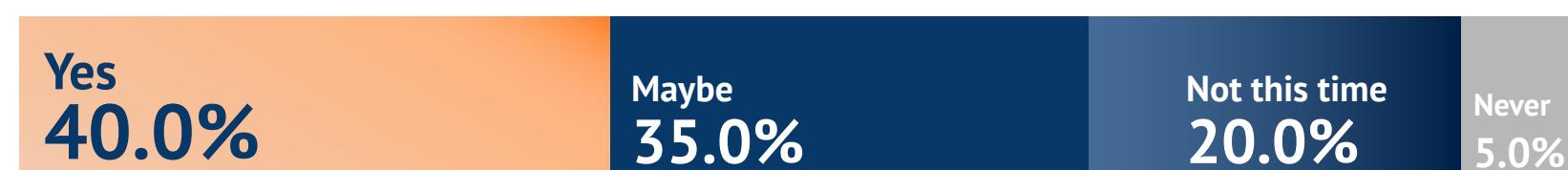
Among 10, nearly 6 developers find their new jobs via online job sites, followed by Social media (Facebook, LinkedIn) (28.3%) then IT community/ blog (18.5%). Other sources like tech events, company career page & personal network are alternative job search channels for developers.

While job sites offer for IT job seekers wide range of job opportunities from various industries, locations, and companies in one centralized platform. This saves job seekers time and effort in searching for openings across multiple sources. Job sites are accessible 24/7, allowing job seekers to browse and apply for jobs at their convenience. Advanced Search Filters & Application Management also facilitate job seekers with better information.

Via personal network & referral may help job seekers reach hidden job opportunities, insider information & personalized recommendations/ advice. However, there would be limitation of reach & scope, dependency & personal relationship strain.

OPEN TO REMOTE/ FREELANCING IT JOBS

Question: Are you open to find remote/ freelancing IT jobs (nationally & globally)





1. JOB POSTING & SOURCING

Create Job Description (JD)

- Visibility & informative: clear **job roles & responsibilities, job requirements, benefits** (both monetary & non-monetary) & company information

Distribute JD right place for right target

- Use job sites, company site/ fanpage & professional networking platform for spreading JD & company info
- Utilize personal network, social media & referrals

DO
Review with Tech Team
Use images & highlighted info
Be transparent & honest

2. CV SCREENING

Unify initial requirements

- Relevance of experience, technical skills & qualifications
- Review CV & cover letter format for better evaluation

Filter shortlisted candidates

- Candidates matching from 70-80% requirement can be considered
- Classify candidates into groups of priority with note for better preparation next round

DO
Build standard for review to avoid bias
Review altogether same time for easy to compare
Try to get more options for better outcome

3. TECHNICAL ASSESSMENT/ (TECHNICAL) INTERVIEWS

There would be more than 1 round of assessment and interview for different purpose depending on company process, commonly from 1 - 2 rounds

Create relevant technical assessment

- Define clear assessment objectives with appropriate format & clear instructions
- Focus on problem-solving & approach

Prepare in advance & be professional

- Prepare interview facilities & relevant technical & interpersonal questionnaires
- Create comfortable & positive interview experience to gather insights from candidates for better evaluation

DO
Build structured interview format & clear expectation of position
Explore more with follow-up questions & practical experience
Respect candidate

4. OFFER NEGOTIATION

Reference check may be obtained from previous employers to validate candidate's qualification & performance

Make job offer

- Research salary & market information
- Align with internal compensation range & policy
- Design clear offer with detailed information about compensation, benefits, start date, and other relevant terms

Send out job offer & negotiate

- Communicate clearly & promptly
- Be open to negotiation
- Seek win-win solutions

DO
Use official communication channel with authentic info
Provide document agreements
Consider non-monetary benefits & understand candidate's value

5. ONBOARDING

Onboarding time will be decided by employer & candidate based on specific condition.

Make onboarding plan

- Outline checklists of documents, activities, resource & information
- Communicate in advance & prepare workspace

Welcome & introduce

- Make new candidate feel welcome from day one
- Provide company, office & team introduction
- Offer training & connections

DO
Plan well & execute well onboard process
Provide necessary guide, support, resource & connection

ESSENTIAL INFORMATION FOR JOB CONSIDERATION

Writing a good job description (JD) for hiring a developer is crucial to attract qualified candidates who align with company's requirements. Besides primary information basically shown on job description, some of other information related to company & working culture as well as development has been highlighting points for employers to stand out.

OVERVIEW

Job Title

- Make clear & concise job title that accurately reflects the role
- Use industry-standard titles that developers commonly search for, such as "Software Developer", "Full-stack Developer" or "DevOps Engineer"
- Display company logo with high-quality image & full company name
- Display working address & salary range is good for job consideration

DETAILED INFORMATION

(a) Job Summary

- Provide a brief overview of the position and its primary responsibilities.
- Summarize the key objectives and outcomes expected from the developer

(b) Job Responsibilities

- Outline the specific tasks and duties the developer will be responsible for
- Focus on essential job functions, such as software development, programming, coding, debugging, and maintenance.
- Be specific about the technologies, programming languages, frameworks, or platforms the developer will work with.

(c) Job Requirements

- Clearly state the required qualifications and skills for the role, include: educational background, degree requirements, certifications, and relevant work experience
- Specify the programming languages, frameworks, tools, or platforms the candidate should be proficient in
- Be mindful of distinguishing between mandatory and preferred requirements.

(d) Tech Stack / Technical Skills

- Provide a comprehensive list of technical skills and knowledge that the developer should possess, include: programming languages (Java, Python, JavaScript, C++), web development frameworks (Django, React, Angular), databases (MySQL, PostgreSQL), version control systems (Git), or other relevant technologies.

(e) Experience Level

- Indicate the desired level of experience for the role, such as entry-level, mid-level, or senior-level
- Specify the minimum number of years of experience

LOGO

Senior Fullstack Developer

TopDev Company
Level 12A, AP Tower, Binh Thanh, HCMC
From \$1,000

(a) Job Summary

(b) Job Responsibilities

(c) Job Requirements

(d) Tech Stack / Technical Skills

(e) Experience Level

(f) Benefits

(g) Company Overview and Culture

(h) Recruitment Process

(f) Benefits

- Provide a list of company benefits as well as specific benefits (if any) for the position
- Point out growth opportunities of professional growth and development within the company. This can include ongoing training, mentorship programs, career advancement paths, or exposure to new technologies and projects.

(g) Company Overview and Culture

- Provide a brief description of your company, its mission, values, and culture
- Provide other general information like website, size, industry, address(es) & company images
- Give candidates insights into the work environment, team dynamics, and any unique perks or benefits that may attract them to the organization

(h) Recruitment Process

- Specify the deadline for applications and any additional steps involved in the hiring process, such as technical assessments or coding challenges

ESSENTIAL INFORMATION FOR CV SCREENING

Good CV/ resume shows a lot about candidate's experience & their personality. At the first stage of discovering the talents, it'd be much better to **screen & review all CVs together with same format & structure** - easy to check, easy to compare & easy to evaluate.

HEADER

- Full name, position to apply, contact information (phone number, email address)
- Professional website, LinkedIn profile or Github link (optional)
- Home address & profile avatar (optional)

SUMMARY/ OBJECTIVE STATEMENT

- Provide a concise summary or objective statement that highlights key skills, experience, and career goals. Tailor this section to match the specific job you are applying for

TECHNICAL SKILLS

- List technical skills relevant to the job being applied for. Include programming languages, frameworks, databases, tools, methodologies, or any other relevant technologies being proficient in (listing too much isn't always good)

WORKING EXPERIENCE

- List work experience in reverse chronological order, starting with most recent position. For each position, include:
 - Job title, company name, and location (if any)
 - Dates of employment (month and year).
 - Outline key responsibilities and achievements using bullet points.
 - Highlight specific projects worked on, technologies used, and any measurable outcomes or impact achieved.

EDUCATION

- Include educational background in reverse chronological order.
- List the degree obtained, the name of the institution, and the graduation year

CERTIFICATIONS AND TRAINING

- Specify the name of the certification/ course/ training program, the issuing institution or platform, and the date of completion.

PROJECTS OR PORTFOLIO

- Showcase personal works with links to live projects/ GitHub repositories

ADDITIONAL SECTIONS (OPTIONAL)

- Depending on candidate's profile & job requirements, these information could be included: reference persons, languages & proficiency, awards...

DO Be concise & focused with relevant skills/ experiences with job requirement, focus on good match
Bullet points, action verbs and quantify results are essential
Good visibility & format always matter, best CV length maximum 2 pages
Avoid duplicate contents, typo & informal language
Be honest about technical skills, being good or know a little are different

Nguyen Van A
Senior Fullstack Developer
0909090909 - topdeveloper@gmail.com - 14/02/1990
github.com/username - linkedin.com/username
AP Tower, Dien Bien Phu, Binh Thanh District, HCMC

Summary

- I have 7 years' experience in software development.
- I have experience and strong at Software and Web Application using Java.
- I am able to apply Selenium and Appium automation test framework using Java.
- I am experience at integrating automation test and deploying application into Continuous Integration, Jenkins.
- Build project and manage development team.

Technical Skills

- Programming Languages: Java, PHP and C#.
- Java: JSP, JSTL, Servlet, Caesar, Jasper Report, Test-Driven Development, JUnit, UML, Maven, JBoss ESB, WSO2 ESB.
- Frameworks/ Platforms: Spring, Spring MVC, Spring Security, Spring LDAP, Hibernate, Struts, JSF, Alfresco ECM, Liferay Portal, Node.js, Web Services (SOAP, Restful), LISA, Selenium.
- Database Management Systems: MySQL, Oracle, SQL Server and PostgreSQL.
- IDEs: Eclipse, NetBeans, VSCode.
- Operating Systems: Windows, Linux.
- Tools: LISA (Test Automation tool), Selenium, Appium.
- Cloud Platform: Amazon Web Services

Work Experience

TopDev Software HCMC | 09/2015 - now
Senior Java Developer / Team Leader
Responsibilities:
• Choose technologies and build backend project structure with Spring, MongoDB, Restful web service.
• Allocated and Managed members and support them whenever they need .
• Support team member and deploy release code.
• Research and apply LISA tool to automation test.
• Implement data driven approach to automation test.
• Develop Test cases and Coding to support UP Team applying automation test.
• Write extended LISA library using Java to perform verification of JSON based responses.
• Implement LISA automation test script back to SpiraTeam tool which is test case management system.
• Improve LISA automation test script quality.
• Collaborate with other teams to apply automation test.
• Support new members to work with LISA and automation test.

Technologies: CA LISA tool, Selenium and Java , Spring , MongoDB , NodeJs , AngularJS

Applancer Joint Stock Company | 09/2015 - 09/2019
Senior Java Developer / Team Leader

Responsibilities:
• Choose technologies and build backend project structure with Spring, MongoDB, Restful web service.
• Allocated and Managed members and support them whenever they need .
• Support team member and deploy release code.
• Research and apply LISA tool to automation test.
• Implement data driven approach to automation test.
• Develop Test cases and Coding to support UP Team applying automation test.

CV ByTopDev - 1/3



STANDARD DEVELOPER CV TEMPLATE FOR EVALUATION

Review all CVS same format & structure not only reduces time & effort of screening & filtering but also support fair & consistent hiring process for better hiring result.

- Consistent Evaluation Criteria
- Objective Comparison
- Key Information Alignment
- Fair & Efficient Evaluation Process
- Elimination of Irrelevant Information

Employer Branding can be seen as a means of conveying many aspects of the working environment of specific company, to emphasize the difference between the company and other 'competitors', thereby affirming a competitive advantage in today's tough job market. One of the ways to be different is to **focus on building an image as a potential company** to work for and this perception is built up through many different tools and means. Usually, Employer Branding is mentioned with the function of attracting more & more potential candidates to apply for jobs in the company with reasonable investment (cost, resource & time). The understanding is correct but not enough because generally Employer Branding serves two main goals: attracting future talents and retaining current employees.

EXTERNAL COMMUNICATION IS THE KEY!

DEFINE BRAND IDENTITY

- > Core values, beliefs, cultural attributes
- > Consistent messaging and tone (compelling narratives, taglines, and key messages)
- > Visual identity (use of logos, colors, typography, imagery, and other visual elements)

VALUE PROPOSITION (Unique selling point)

- > Employer Value Proposition (EVP): the unique stories, benefits, opportunities, and experiences
- > Answer the question "why candidates should choose to work for" instead of other companies

UNDERSTAND TARGET AUDIENCE

- > Employee Personas: demographics, career aspirations, values, work preferences, communication styles, channels
- > Segment target audience based on relevant criteria (job function, level of experience, or geographic location)

In other words:

"Choose us because we are your ideal place to work"

DISTRIBUTION

Tips: Checklist of content & distribution & manage efficient frequency

SOCIAL MEDIA & VIDEO PLATFORM

Platforms: Facebook, LinkedIn, Instagram, YouTube, TikTok (consider best content format at each platform for maximizing results)
Maintain consistent posting schedule, invest on headlines, first-3-sentence, visual appeal, use hashtag
Response timely & encourage user engagement

COMPANY CAREER PAGE

Define core modules to highlight EVP, company culture & openings
Ensure user-friendly, visually appealing & optimized for mobile devices
Secure regular updates & fix unexpected bugs/ typo

JOB SITES

Showcase employer branding content alongside job listings
Maintain consistent content & information
Fulfill information/ visuals & make use of every available inventory

INDUSTRY EVENTS & CONFERENCES

Set up booths or stands that reflect brand identity
Provide informational materials, brochures, and giveaways
Engage with attendees, share EVP and collect contact information for follow-up communication

CHOOSE FORMAT OF BRAND CONTENT

Tips: Consider some criteria for format evaluation: size of impact, level of breakthrough / popularity

Type 1: 'Information' content

- Provide updates/ news/ facts: company, product/ service, openings, activities...
- Provide knowledge: tech trend, industry report, documents, sharing...

Type 2: 'Engagement' content

- Minigames/ livestream/ poll
- Survey/ webinar

Type 3: 'Entertainment' content

- Meme in Tech industry
- Funny image/ video/ fact
- User-generated content by employee

SET UP KPIS & GOALS

S.M.A.R.T

- > Clear & detailed KPIs & easy to understand, related to hiring goals
- > Specific enough & able to measure & monitor (quantitative)
- > Set specific periods/ milestone (week, month, quarter, year)

Tips: Consider both KPs of top & bottom of the funnel

5. TECH TALENT DEVELOPMENT

TRENDS & BIG PICTURE

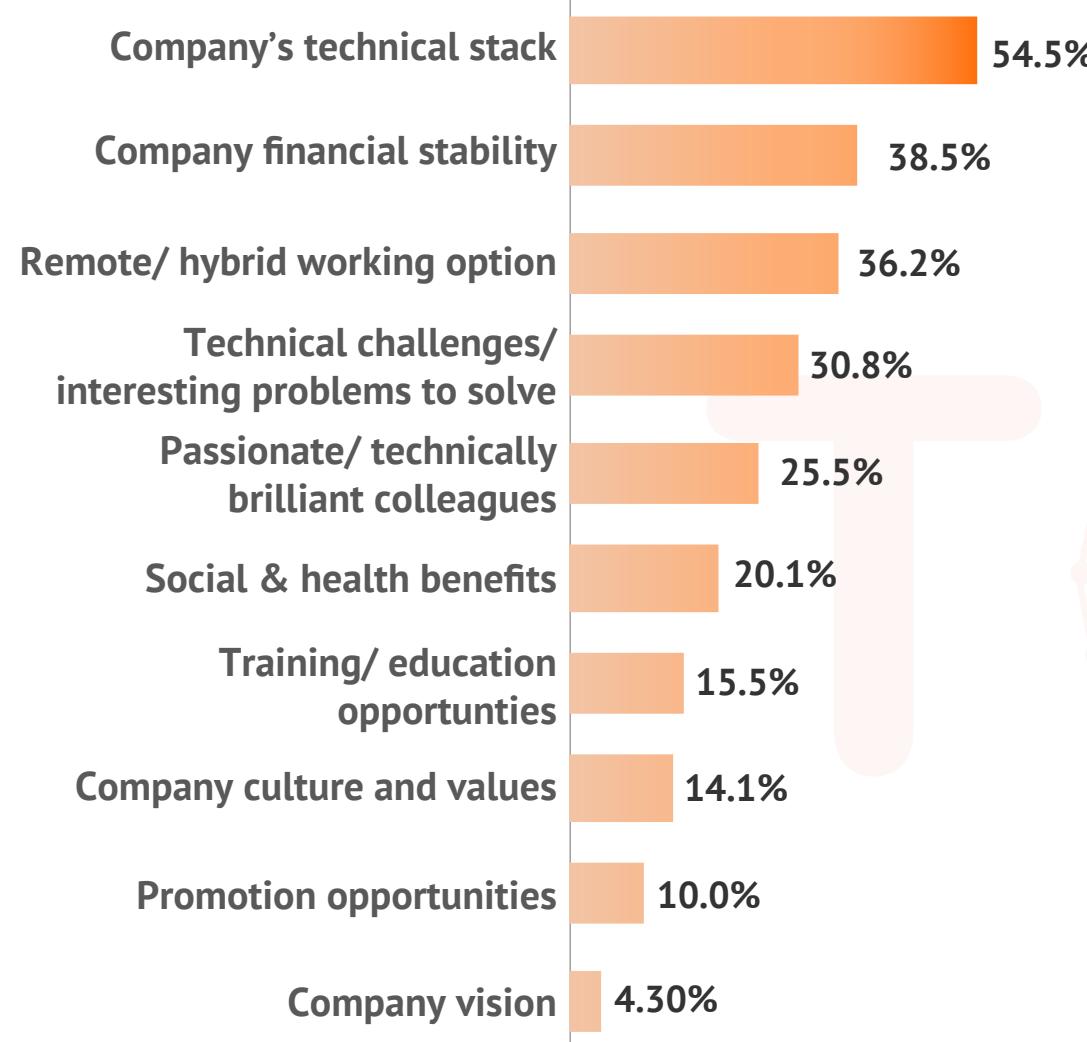
Tech hiring trends in 2023 – 2025
Big challenges in Talent Management



IT CAREER DEVELOPMENT MOTIVATION

WHAT MATTERS MOST TO THE DEVELOPER WHEN CONSIDERING A JOB OFFER?

Question: Apart from salaries, choose top 3 main reasons considering a job offer



Unlike last year responses, top 2 items for developers to consider new offer are 'Company's technical stack' (54.4%) & 'Company financial stability' (38.5%). 'Company financial stability' has become more important for candidates when considering new offer this period in the middle of hard situation.

Related to monetary benefits, salary for participation in social insurance, 13th-month bonus & other bonuses like signing bonus, performance bonus are key considering points of developers.

REASONS FOR DEVELOPERS TO STAY AT CURRENT POSITION

Question: Choose top 3 main reasons staying current position & workplace



Based on the answers of developers participating in the survey. The top factors that help the company retain IT talents in this situation has changed a lot, include 'company financial stability', 'current salary' & 'great benefits'.

In which: 32.5% of the responses mentioned company financial stability; followed by Current salary with 30.5%, 28.3% is Great benefits, 24.5% is Leaders & Managers & 20.5% for Tech stack.

TOP REASONS WHY DEVELOPERS REJECT JOB OFFERS

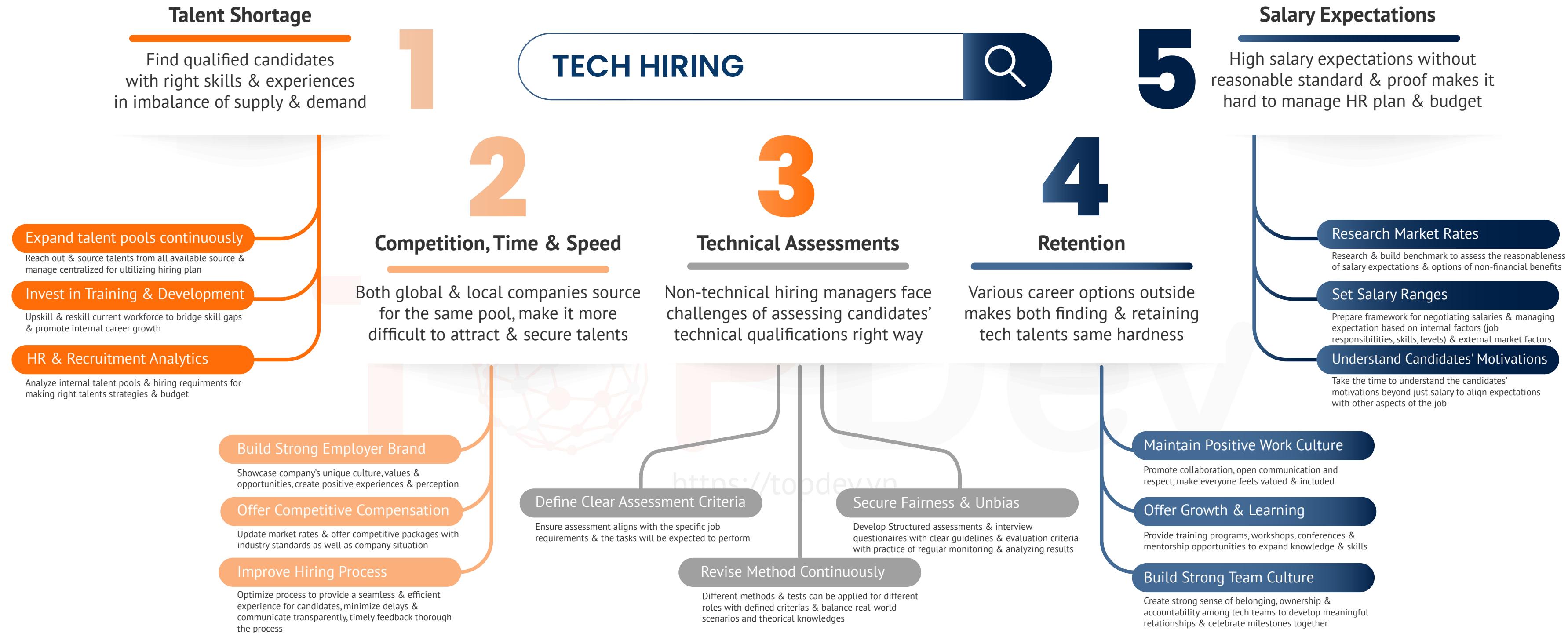
- #1 Unsuitable offer (role, responsibilities & salary)
- #2 Company Compensations & Benefits
- #3 Company business situation
- #4 Company Culture & Values
- #5 Lack of Working flexibility opportunities
- #6 Lack of growth/ contribution opportunities
- #7 Inconvenient location & transportation
- #8 Counter Offers

Top 3 reasons why developers reject a job offer: Unsuitable offer (role, responsibilities & salary), compensations & benefits policy and company business situation.

WHAT DO YOU DISLIKE ABOUT THE RECRUITMENT PROCESS?

- #1 Being approached with irrelevant jobs (skill, salary)
- #2 Irrelevant technical interview assessment
- #3 Recruiter without tech knowledge/ product/ project
- #4 Offer negotiation
- #5 Lack of notice about interview process/ result
- #6 Too many rounds

TECH TALENTS HIRING CHALLENGES



Hiring tech talents is one of main concerns of HR Managers & Business owners these days while there has been big gap between supply & demand & the overall market is so competitive & fast-changing. To address these challenges, companies should focus on defining internal problems or difficulties, from that build up comprehensive talents strategies for both short-term hiring but long-run stability, from hiring to retaining tech talents. With these hiring challenges, variety of methods should be considered to apply depending on company size, industry, internal personnel situation & business operation.

These also can be applied as a standard HR strategy with regular revision & improvement for each company to build & strengthen your HR plan & Tech talents foundation.

01 ECONOMIC DOWNTURN

Hiring Freezes and Job Losses	Many organizations have implemented hiring freezes or reduce their workforce through layoffs which leads to a decrease in IT job opportunities as companies prioritize cost-cutting measures and focus on maintaining financial stability
Reduced IT Budgets	Organizations tighten their budgets by reducing spending on IT projects & initiatives. This, in turn, may lead to a decrease in demand for IT professionals as companies scale back on new technology implementations, upgrades, or expansions.
Delayed or Cancelled IT Projects	Economic uncertainty can cause companies to delay or cancel planned IT projects. Large-scale projects requiring significant investments may be put on hold until the economic conditions improve.
Increased Competition for Jobs	The IT job market has become more competitive as the number of available positions decreases while the number of job seekers potentially increases. This can lead to a higher level of competition for available IT roles, making it more challenging for professionals to secure new job opportunities.

02 MORE HIGHLY-SKILLED DEVELOPERS NEED

In a hard situation with a tighter salary budget and increasing requirements of business operations, the need for senior and experienced developers will inevitably grow to expedite processes and ensure the development of high-quality products. It's important to note that **being a senior developer is not solely determined by years of experience**, but rather a combination of various factors.

While there is a large pool of young, talented developers in Vietnam, many **lack the soft skills needed for efficient working like communication, teamwork, self-organization & problem-solving skills**. Lacking **practical business minds** in order to understand clearly companies' products & services also limits the contribution & impact of development output. This can result in a skills gap that can hinder the growth of tech companies.

Another challenge is the **language barrier**. Many Vietnamese developers may not have the level of proficiency required to work with international clients or collaborate with teams in other countries. This can limit the ability of Vietnamese tech companies to expand globally.

Besides English, some other foreign languages such as Chinese, Japanese, and Korean are highly sought-after by many tech companies newly coming to Vietnam.

03 RETENTION OF EMPLOYEES & HIGH SALARY EXPECTATIONS

Generally software companies hire people, train them but only to witness their resignation once they are enough experienced in the job. It takes investment for any company to integrate employees in the work flow.

Over the past few years, the tech industry has seen a considerable rise in average wages. Management-level roles are typically paid the highest salaries, while web developers and trendy Developers have experienced some of the most significant increases. In today's highly competitive job market, job seekers have the luxury of choosing employers who meet their salary expectations. That's why employers should **provide fair and transparent salary policies** that cater to the needs of their workforce.

Offering competitive and equitable practices is what employees expect and deserve and helps businesses meet and exceed their recruitment and retention goals. **Providing a healthy work environment that includes fair compensation practices** is crucial for promoting the well-being of both the company and its employees.

04 RISING OF ARTIFICIAL INTELLIGENCE (AI)

Automation of Routine Tasks

Potential decrease in demand for jobs that involve manual data entry, basic analysis, or rule-based decision-making

Shift in Skill Requirements

Increasing demand for individuals who can develop, implement, and maintain AI systems and algorithms.

Transformation of Existing Job Roles

The creation of new positions focused on managing and maintaining the AI systems.

Increased Focus on Human-Centric Skills

Growing emphasis on skills uniquely human, such as creativity, critical thinking, problem-solving, emotional intelligence, and complex decision-making. These skills become increasingly valuable in jobs that require human interaction, strategic planning, and innovation.

Demand for Data Management and Analysis

With the proliferation of AI, there is an increased need for professionals who can collect, clean, manage, and analyze large volumes of data. Data engineers, data analysts, and data scientists are in high demand to ensure the quality and accuracy of data used in AI systems.

TECH HIRING TRENDS IN VIETNAM 2023 - 2025

1

INCREASED DEMAND FOR TECH TALENTS

The demand for tech talents continues to grow across industries. Businesses are increasingly relying on technology to drive innovation, improve efficiency, and stay competitive, leading to a higher demand for skilled professionals:



2

SKILLS-BASED HIRING AND UPSKILLING

Employers are placing more emphasis on skills rather than solely relying on traditional qualifications. Skills-based hiring involves assessing candidates based on their practical skills, demonstrated experience, and ability to adapt to new technologies. Companies are also investing in upskilling and reskilling programs to develop the existing workforce and bridge the skills gap.

DATA SCIENCE
CYBERSECURITY
CLOUD COMPUTING
AI

"In challenging economic times, there is a strong argument to invest in building critical skills."



Top 10 skills companies need the most in 2023 (LinkedIn Report - IT sector):
1. Management 2. SQL 3. Microsoft Office 4. Project management 5. Analytical skills
6. Communication 7. Customer service 8. Leadership 9. Cloud computing 10. Python

AI-DRIVEN RECRUITMENT TOOLS

AI-powered tools and platforms are increasingly being used in the tech hiring process. These tools help streamline candidate sourcing, resume screening, and candidate assessment by leveraging machine learning algorithms and natural language processing. AI-driven recruitment tools aim to improve efficiency, reduce bias, and identify the best-fit candidates.

AI in recruitment will keep growing around 7% a year until 2025, according to IndustryARC

"AI-driven Recruitment Tools" - 30 millions Google Search result so far

3

EMPLOYER BRANDING AND CANDIDATE EXPERIENCE

Organizations are focusing on employer branding to attract top tech talent. They are highlighting company culture, values, and opportunities for growth and learning. Improving the candidate experience throughout the hiring process has become a priority, with companies aiming to provide a positive and personalized experience to candidates.

Companies investing a positive candidate experience report a 70% improvement in hiring quality.

4

TECH HIRING TRENDS IN VIETNAM 2023 – 2025

5

SOFT SKILLS AND CULTURAL FIT

While technical skills remain important, employers are also placing a greater emphasis on soft skills and cultural fit. Effective communication, teamwork, problem-solving, adaptability, and leadership abilities are highly valued in tech professionals.

*Workplace Personality Test, MBTI, DISC
Enneagram Hexaco, , Big Five*



GIG ECONOMY AND FREELANCE WORK

The gig economy is gaining traction in the tech industry. Companies are increasingly engaging freelancers or independent contractors to fulfill short-term projects or specialized tasks. This allows organizations to access specific expertise and scale their workforce as needed.

TOP 2

*Vietnam's rank
Only after USA in World rank of
Best Freelancers Survey of SkillValue*

6

DATA-DRIVEN DECISION MAKING

Companies are leveraging data analytics and insights to make informed hiring decisions. They are using data to identify trends, optimize recruitment processes, and evaluate the effectiveness of their hiring strategies. Savvy hiring teams use data to drive their decisions. Having measurable proof points helps when building a business case for new technology, new processes or requesting additional funding for much-needed projects. In 2023, with businesses cutting down on unnecessary spending, every decision will need to be backed by clear supporting data.

#data_literacy #data_analysis

7

CONTINUOUS LEARNING AND DEVELOPMENT

With rapid technological advancements, employers are prioritizing continuous learning and development opportunities for their tech teams. Training programs, mentorship initiatives, and access to online learning platforms are provided to support ongoing skill enhancement and career growth.

Asia Pacific employees are bullish about artificial intelligence (AI) with 41% saying it will increase productivity and efficiency at work, and 34% viewing it as an opportunity to learn new skills.

22% lack confidence in their ability to acquire new AI-related skills. 16% of respondents believe that AI will replace their roles and an equal percentage feel that AI will have no impact.

8

THE RAPID PACE OF ECONOMIC DEVELOPMENT & DEMAND FOR SKILLED WORKERS

While Vietnam has made significant progress in recent years, there remains a shortage of skilled workers in certain industries, particularly in the technology and manufacturing sectors. This can lead to businesses being unable to meet their production targets, which can in turn impact the country's economic growth.

VIETNAM IS AMONG APAC FASTEST-GROWING ECONOMIES - GDP GROWTH 8.02% (2022), FORECAST 7.0%/YEAR IN THE PERIOD 2021 - 2030

AFTER GRADUATION ONLY 35%

out of a total 57,000 students in Information technology meet business requirements

REMAINING 65%

need from 3 - 6 months for training & get used to the job & working environment



HIGH TURNOVER RATE AMONG EMPLOYEES



The high turnover rate among employees in Vietnam also has broader societal implications that extend beyond the immediate impact on businesses:

- Instability and a lack of continuity in the workforce, which can impact productivity and economic growth
- Increase in recruitment and hiring costs for businesses
- A loss of institutional knowledge and expertise, as experienced workers move on to new roles
- Difficulties to sustain long-term training initiatives and build a skilled workforce
- Struggles of SMEs (major portion of Vietnam's economy) to attract and retain talents in the face of competition

TOP 5 INDUSTRIES WITH HIGHEST TURNOVER RATE

Professional services | Tech & Media | Entertainment | Accommodation | Retail (*LinkedIn, 2022*)

THE QUALITY OF EDUCATION AND TRAINING

While the country has made strides in improving access to education, there is still a need to ensure that graduates are equipped with the skills and knowledge needed to succeed in the workforce. This requires a focus on improving the quality and relevance of education and training programs, as well as ongoing efforts to address the skills gap.

MULTI-GENERATIONAL WORKFORCE



As Vietnam's population is aging and its workforce is becoming more diverse, the issue of multi-generational workforce is more important & challenging:

- To manage the expectations and needs of employees from different generations: older workers - expectations around job security and stability, younger workers prioritize opportunities for career growth and development
- To manage potential conflicts or misunderstandings due to differences in communication styles or work habits
- To address the issue of age discrimination in the workplace

Experience & institutional knowledge from older workers together with fresh perspectives and technological skills from younger workers will create a diverse and inclusive, more innovative and productive workforce.

GENZ 30%

By 2025, Generation Z is expected to make up 30% of the labor force in Vietnam.

THE LACK OF EFFECTIVE PERFORMANCE MANAGEMENT SYSTEMS

Without clear performance metrics and feedback mechanisms in place, it can be difficult for companies to identify areas for improvement and to reward high-performing employees. This can in turn impact the quality of goods and services produced in Vietnam, as well as the country's overall economic competitiveness.

In the past, human resources primarily focused on administrative tasks such as managing paperwork related to hiring and payroll. However, in today's dynamic business environment, HR has evolved to become a crucial player in talent management and organizational growth. HR professionals are now expected to play a strategic role in attracting, developing, and retaining top talents.

THE DIFFERENCE BETWEEN DATA-DRIVEN AND PEOPLE-CENTRIC APPROACHES

DATA-DRIVEN

PEOPLE-CENTRIC

Human resource management has recently become increasingly **DATA-DRIVEN**. From hiring to boosting morale, businesses are utilising data to make smarter choices. Human resources departments, however, risk losing touch with the **HUMANITY** of their work if they become overly preoccupied with numbers. When it comes to human resource management, a data-driven strategy is one that relies heavily on statistical analysis and empirical evidence. Here, HR departments make decisions based largely on quantitative data like turnover rate, employee satisfaction surveys, and productivity measurements.

On the other hand, a **PEOPLE-CENTRIC** strategy puts workers' wants and experiences first. The strategy takes into account the idea that employees are the company's core and that their happiness and pleasure are crucial to its success. Human resource departments use a people-centric approach if they want to ensure their employees are happy and productive in the workplace.

Human resources departments may help employees thrive by fostering an environment that rewards initiative and innovation by focusing on them as unique people with specific requirements. With the help of data-driven strategies, HR departments can pinpoint problem areas and implement solutions to boost employee engagement. This allows for better programme and initiative selection.

"A people strategy is a company's approach to recruiting, retaining, training and engaging its workforce. The goal is to make sure employees are aligned with the business goals.

After all, businesses are made of people and need people to be successful.

DATA USAGE PURPOSES

Understand the effectiveness of recruitment strategies

- Talent Acquisition Data like sourcing channels, candidate profiles, recruitment metrics (conversion rate)
- Inform decisions on optimizing recruitment efforts, targeting specific talent pools, and improving the candidate experience

Provide insights about individual & team performance

- Key performance indicators (KPIs), goal attainment, performance ratings
- identify top performers, assess skill gaps, and recommend targeted development opportunities

Measure the effectiveness of HR programs and initiatives, and identify patterns or trends related to employee experiences

- Employee feedback & survey data
- Allocate HR budget and staff into the programs with the maximum impact

Identify flight risks, evaluate the effectiveness of retention strategies, and implement targeted initiatives to improve employee retention

- Turnover and retention data
- Employee attrition patterns, reasons for turnover, and retention challenges. predict trends and problems

A COMBINATION OF DATA-DRIVEN & PEOPLE-CENTRIC APPROACH IN PEOPLE MANAGEMENT

1. Rise in both employee participation and loyalty
2. Enhance efficiency
3. Improve ability to make choices

PEOPLE-CENTRIC APPROACH

Show respect to one another

- Be open-minded, respect the diversity of thought
- Practice good manners and considerate behavior in all interactions
- Respect personal boundaries and privacy, show empathy and understanding
- Promote a culture of equality and fairness in all aspects of work
- Treat people with kindness and compassion

Consider how and why people feel & operate

- Get people-centric data to make decisions & manage changes & hear from employees again afterward

Encourage work with a purpose

- Set purpose-driven goals and encourage purpose-driven labor. When individuals understand the purpose behind their work and connect it to a larger mission or goal, they tend to be more motivated, engaged, and satisfied
- Share success stories and impact, align performance management with purpose

"The workplace is no longer simply a place where people show up, put in their time and earn salary. It's a place where people build relationships, find meaning and a sense of purpose, and derive real fulfillment from excelling and creating value."

"Organizations need more than data. They need insight about their people."

45,000+ DEVELOPERS

IT candidates

70,000+

analyzed job data

1,600+

IT Employers

Full-time Developers	69%
IT Students	11%
Unemployed	4%
Freelancer/ Self-employed	12%
Part-time Developers	4%

HR

HR/ Talent Acquisiton/ Recruiter/ Sourcer	60%
HR/ Talent Acquisiton (Leader/ Manager)	10%
HR General/ HRBP	25%
Employer Branding	3%
Admin/ Office Staff	2%

METHODOLOGY

TopDev conducted a survey & research to find out more about developers' demographic, skills, work experience and job search behaviour as well as IT Recruitment Market in Vietnam. A total of 50,012 people took part in survey and more than 70,000 IT jobs data analyzed separately from Jul 2022 to July 2023 via TopDev & partners ecosystem, in which 9.5% data were invalid & removed due to irrelevant experience or low credibility in the IT industry.

Data was collected anonymously (no personal identifiable information) in accordance with GDPR guidelines & Decree 13 of Personal Data Privacy and only used for reports analysis. Percentages may not always add to 100% due to multiple choices & different responding behavior.

All salary data stated in this report refers to monthly gross salary before tax and excludes other benefits like overtime, bonus, 13th bonus, performance bonus, sign-on bonus, etc. Exchange rate applied: 23,300.

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Our mission

**MAKE
IT VIETNAM
BETTER**

Connect Developers with best vacancies from verified IT companies in all industries

Supply IT companies with best sources of developers & build long-term employer branding

Accelerate Vietnamese IT human resources in both quality & quantity via communities, events/ activities & education

Founded in 2015 by Applancer JSC, **TopDev** has become **Top IT Recruitment platform in Vietnam** with IT-focused million monthly traffic website <https://topdev.vn> & IT Jobs Search Mobile Application, 380,000+ Developer profiles & managed the largest Developers Community in Vietnam with 550,000+ IT Followers on Social Media. Since 2020, TopDev has been an affiliate of **saramin** (<https://saramin.co.kr> - KOSDAQ 143240) - the No.1 Recruitment Platform in South Korea.

TopDev is the organizer of 02 largest annual Tech events: Vietnam Mobile Day & Vietnam Web Summit with the scale of thousand attendees in HCMC & Hanoi. With the expertise & insights in attracting and engaging with Tech community & Developers through both offline & online activities, social media/ blog/ website..., **TopDev** has become Top IT agency in Vietnam that helps build Employer Brand for hundreds of IT and Tech companies in Vietnam. Moreover, to support & orient the IT Recruitment market in Vietnam, since 2016 **TopDev** has published annual Vietnam IT Market Reports with the trust & verification of many businesses, organizations & governments.

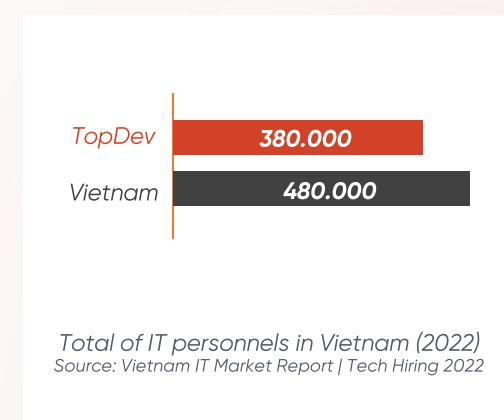
Nominated at
**Top 10
Online Job Platforms
in Vietnam**

(based on monthly traffic,
among only 2 job platforms
specializing on IT industry)



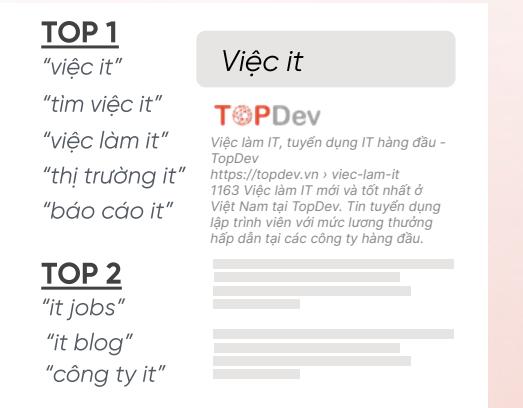
3,500+ clients

Acquired
**80%
Developers Profiles
& more than 90% of
IT populations**
in Vietnam



380,000+ IT profiles

Always securing
**Top 1 & 2
Main keywords of IT
jobs industry**
(organic)



**1,000,000+
monthly traffic** **100,000+
Mobile App
Downloads**

SERVICE FOR DEVELOPERS

IT Jobs Search

More than 1,500+ IT jobs available from Intern/ Fresher to Senior/ Manager level in Vietnam.

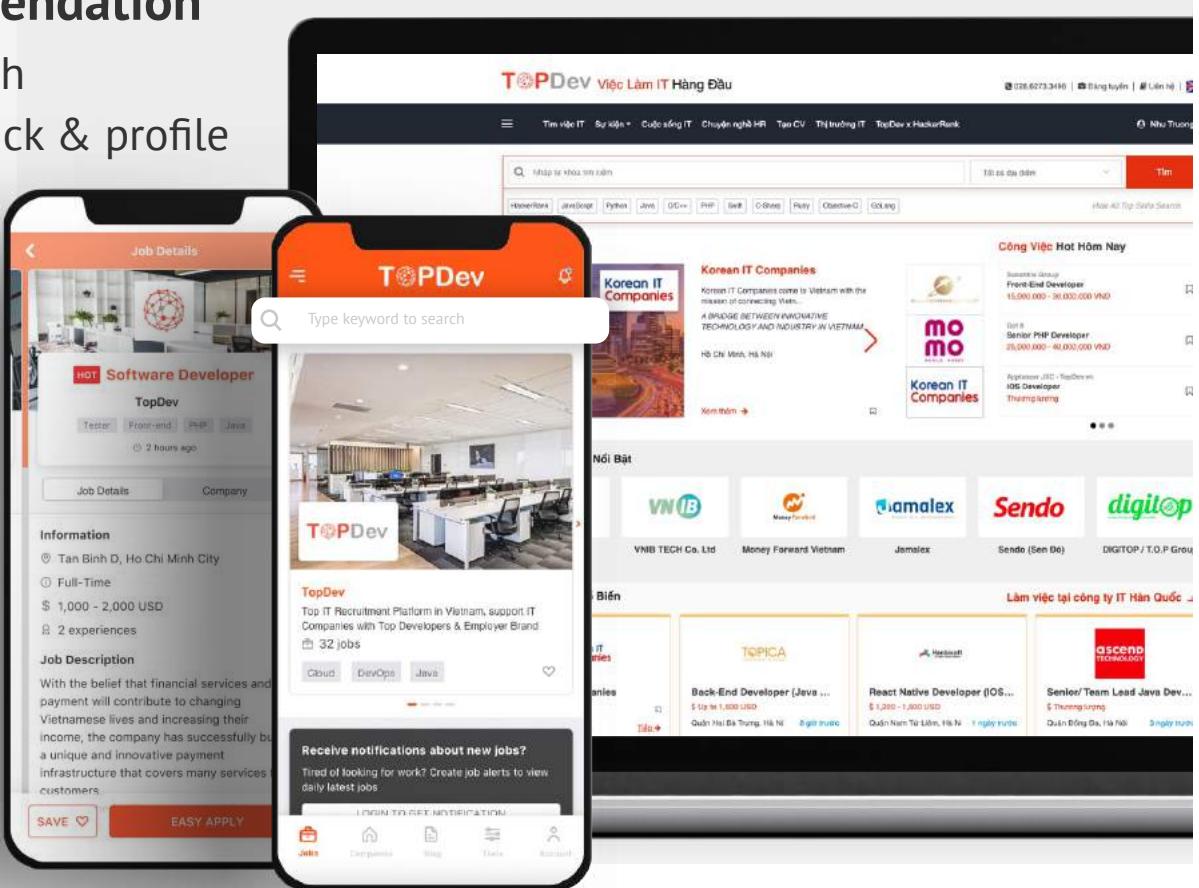
- Search jobs by skill/ tech stack
- Search jobs by location/ level/ job type
- Search jobs by industry/ company/ position

Search Top IT Jobs Everytime - Everywhere

- Available all platforms: PC, Mobile Web, Mobile Application (iOS & Android)
- Save jobs preference, manage job applications status & history
- Sync & easy to manage CVs & Cover letter

AI/ML Job Recommendation

System for best match based on your tech stack & profile



TopDev CV

Make world-class CV for Developer

- Standard CV structure verified & recommended from top tech enterprises Microsoft, Google, AWS...
- Simple & convenient usage, only 1-click after completion to job application
- Available & auto-sync on both PC & Mobile Application

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AP Tower, Dien Bien Phu, Binh Thanh District, HCMC

Summary

- I have 7 years' experience in software development.
- I have experience and strong at Software and Web Application
- I am able to apply Selenium and Appium automation test framework
- I am experience at integrating automation test and deploying application
- Build project and manage development team.

Technical Skills

- **Programming Languages:** Java, PHP and C#.
- **Java:** JSP, JSTL, Servlet, Caesar, Jasper Report, Test-Driven Development, ESB.
- **Frameworks/ Platforms:** Spring, Spring MVC, Spring Security,

Workplace Personality Test



Understand your personality in working environment

- 60 multiple-choice questions in 20 minutes
- Analyze 6 elements: Honesty - Humility, Emotional Stability, Extraversion, Agreeableness, Openness to Experience, Conscientiousness

Tech Blog & Community

More than 3,500 programming articles for upskill/ reskill

- Case studies, expert talks, career tips, problem-solving...
- Annual Tech events: Vietnam Mobile Day, Vietnam Web Summit
- 10+ IT fanpages for updating Tech trends
- Available in PC & Mobile Application

SERVICE FOR HR & COMPANIES

IT Job Posting

Recruitment platform specialized for IT industry with strong credentials & know-how to solve HR's strategic concerns

- Only IT-related jobs listed on platform
- Qualified CVs: All of CVs are verified before sending to employer
- Customer Services 1 on 1 instant support with hiring status, receive feedback and offer support
- High-volume traffic platform & biggest Developer network on both PC & Mobile Application (1,000,000 monthly visitors)
- Huge database of 250,000 verified among 380,000+ IT profiles in Vietnam
- Support in building employer branding through big IT community

Type your keyword here (company, skill...)



IT Recruitment Hall

Exclusively designed project for big groups & organizations focusing on helping companies hire Developers & build employer brand

- Exclusively plan & design for each project, available for both PC & Mobile platform
- Combination of IT Recruitment & Employer Brand service
- Full-cycle service: recruitment, branding & communication

Employer Branding

We help business build & promote employer brand to the largest Developer community in Vietnam with insightful & effective approach

- **Digital:** Facebook Marketing, Advertisement, Branding & PR Article, Advertisement Banner, Email Marketing
- **Tech Event:** Co-host Tech event/ Online Webinar/ Tech Conference, Exhibition/ Sponsorship at TopDev events (Vietnam Mobile Day, Vietnam Web Summit)
- Exclusive Employer Branding Campaign

[Post a job now >](#)

VIETNAM TECH TALENTS REPORT

2023 Vietnam IT Market Report By TopDev

Thank you

Thank you for your interest in our this year report & information. We hope our works could give it a hand in our mission to "Make IT Vietnam Better".

TOPDev

<https://topdev.vn>



For more comprehensive outlook of the Vietnam IT Market, please follow other TopDev's reports [HERE](#) or scan the QR code.
<https://topdev.vn/page/vietnam-it-market-reports>

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