

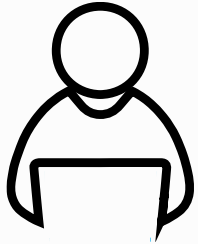
Panel Discussion #4: Tech Talents

VIETNAM WORKFORCE OUTLOOK

*Dai Tran - Managing Director
KMS Technology Vietnam*



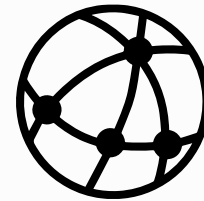
Why Vietnam?



IT majors continue to attract talents across the country



Passionate, honest and dynamic



Connected to the global IT world



Foreign language capability is improving



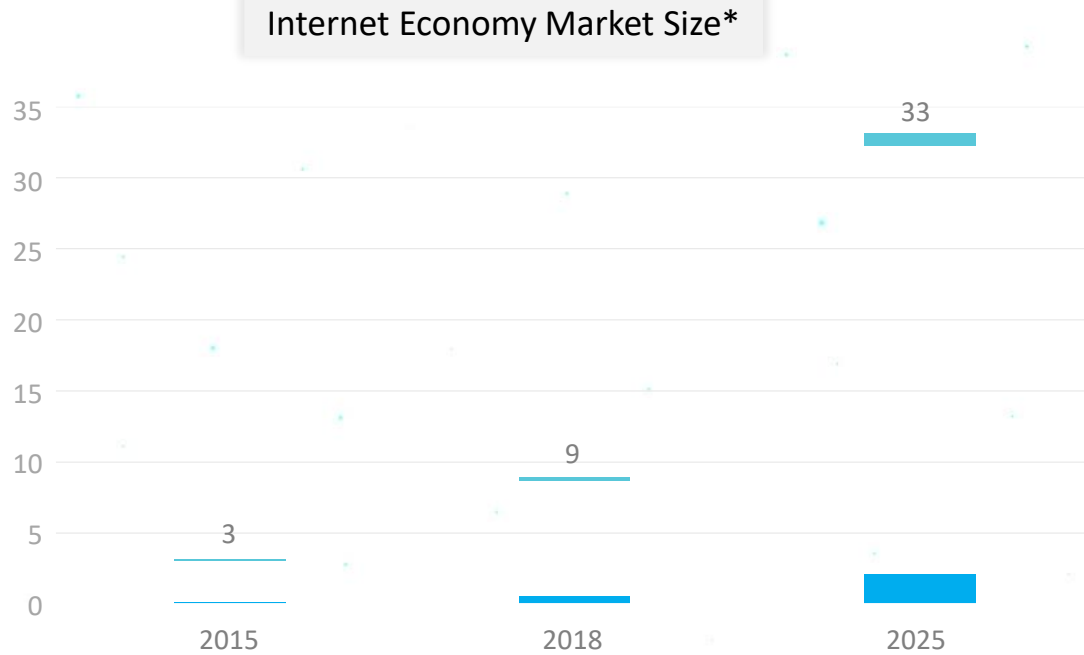
Why Vietnam?

Workforce by Roles
(TopDev Vietnam Developer Report 2019)

Back-end Developer
Full-stack Developer
Front-end Developer
Android Developer
iOS Developer
Product, UX/UI Designer
Database Administration
System Administration
DevOps Specialist
Tester, QA/QC
Others



The Challenge



- 235 universities/colleges graduating **50,000** per year
- **30%** of freshers meets work expectation
- Demand of new engineers in 2020 is **78,000**
- Average salary increase when changing job is **25%**

* Google-Temasek e-Economy SEA 2018 Report

* Ministry of Education and Training 2018 Report

KMS People Practices

- Recruit freshers, build internally
- High-value works for high-value engineers
- Treat people as partners, not just employees
- Share the success

OUR ACHIEVEMENTS



Thank You!

