

Panel Discussion #4: **Tech Talents**

15:30 – 17:00

From intellectual human resources to innovative geeks

Moderator: Long Vuong
Vice President, LogiGear Vietnam

HoChiMinh City, October 24th, 2019



The Panelists



Nguyen Van Vu, Ph. D.
*Vice Dean of FIT, Chair of
Department of Software
Engineering, VNU-HCM
University of Science*



Dai Tran
*Managing Director
KMS Technology*



Viet Ho
*Managing Director
JKAdvisory LLC*



Le Dang Khoa
*Chairman of Le Group Ventures
Chairman of TESO Soft*



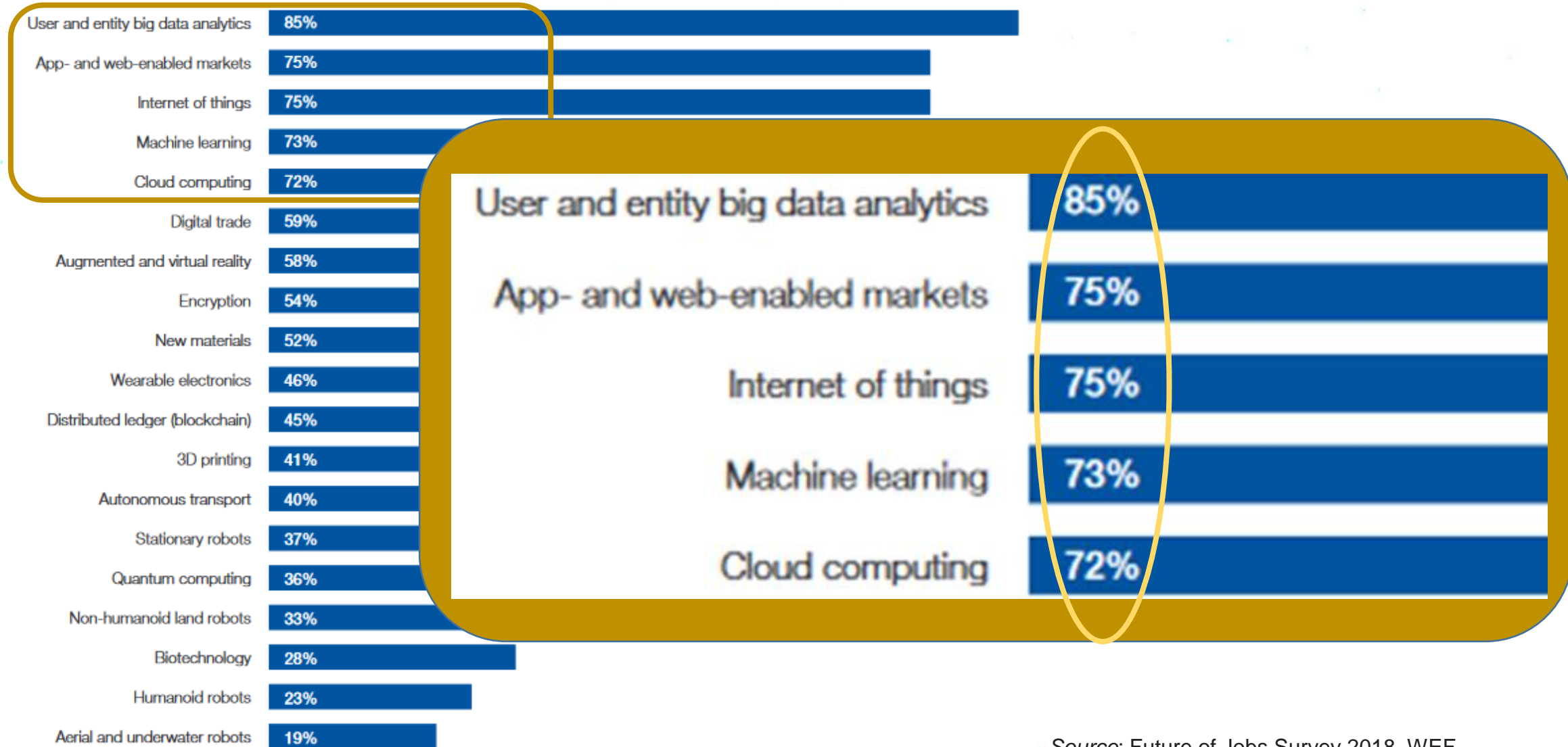
Agenda

- 15:30 – 15:35 **Introduction**
From Intellectual Human Resources to Innovative Geeks
- Long Vuong, LogiGear Vietnam
- 15:35 – 15:45 **Nurturing Tech Talents in Higher Education: Opportunities and Challenges**
- Dr. Nguyen Van Vu, VNU-HCM University of Science
- 15:45 – 15:55 **Vietnam Workforce Outlook**
- Mr. Dai Tran, KMS Technology
- 15:55 – 16:05 **Sustainably Growing Human Resources in Short & Long Term**
- Mr. Le Dang Khoa, Le Group Ventures/TESO Soft
- 16:05 – 16:15 **Experience, Success Stories**
- Mr. Viet Ho, JKAdvisory LLC
- 16:15 – 17:00 **Discussion, Q&A**



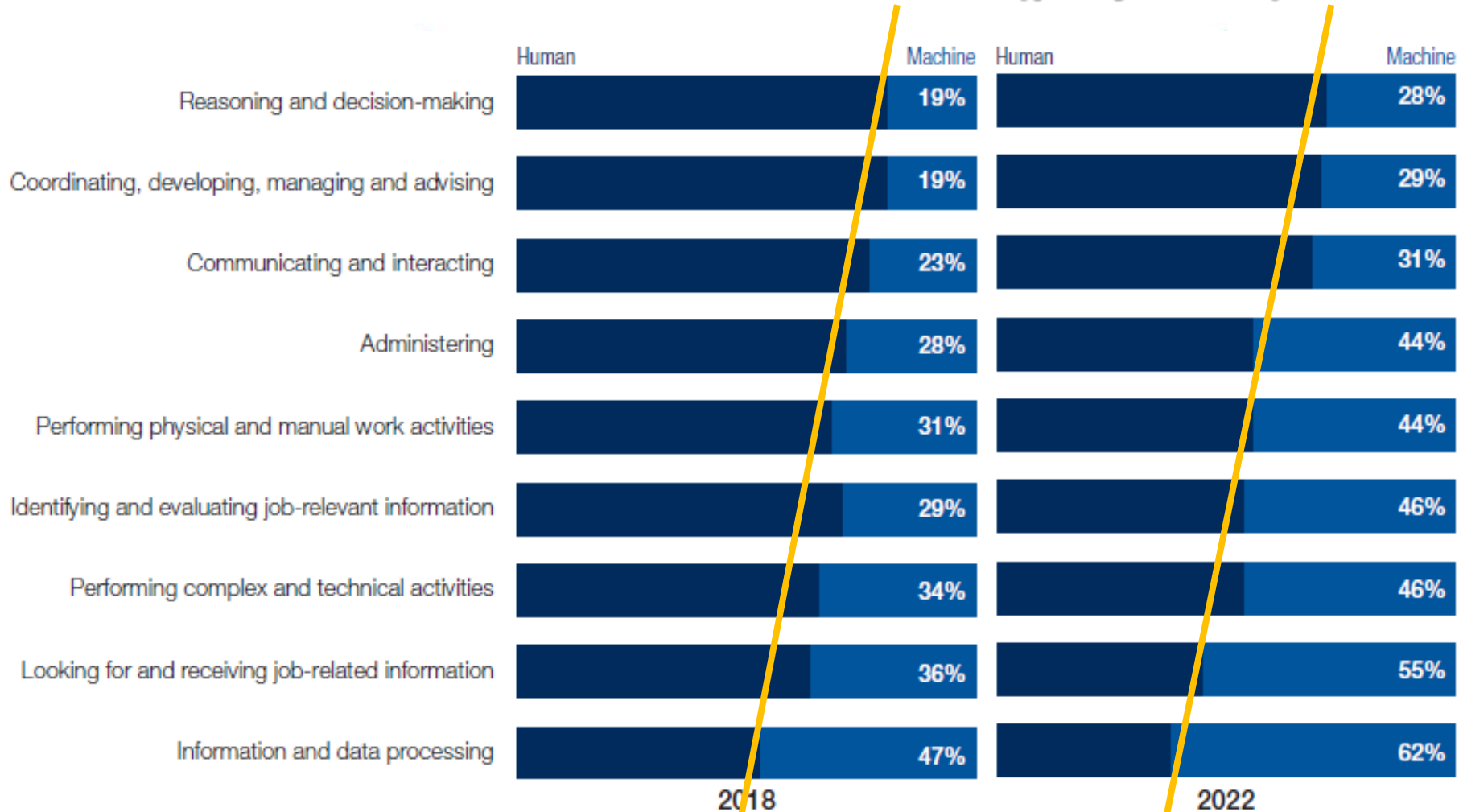
Technologies by proportion of companies likely to adopt them by 2022 (projected)

Top-5



Source: Future of Jobs Survey 2018, WEF

Ratio of Human – Machine Working Hours 2018 vs. 2022 (projected)



WEF Survey sample:

- 12 industries
- 51 global locations
- 50,000 employers
- 15,000,000+ employees

Source: Future of Jobs Survey 2018, WEF

The Future of IT Jobs

emerging
roles,
global
change
by 2022

133
Million

declining
roles,
global
change
by 2022

75
Million

WEF Survey sample:

- 12 industries
- 51 global locations
- 50,000 employers
- 15,000,000+ employees

Top 10 Emerging

1. Data Analysts and Scientists
2. AI and Machine Learning Specialists
3. General and Operations Managers
4. Software and Applications Developers and Architects
5. Sales and Marketing Professionals
6. Big Data Specialists
7. Digital Transformation Specialists
8. New Technology Specialists
9. Organisational Development Specialists
10. Information Technology Services

Top 10 Declining

1. Data Entry Clerks
2. Accounting, Bookkeeping and Payroll Clerks
3. Administrative and Executive Secretaries
4. Assembly and Factory Workers
5. Client Information and Customer Service Workers
6. Business Services and Administration Managers
7. Accountants and Auditors
8. Material-Recording and Stock-Keeping Clerks
9. General and Operations Managers
10. Postal Service Clerks

LESS manual, MORE automation

BIG DATA/AI/ML

DIGITAL TRANSFORMATION

Source: Future of Jobs Survey 2018, WEF



Population & Education

96,208,984

as at April 01, 2019



15th World
3rd South East Asia

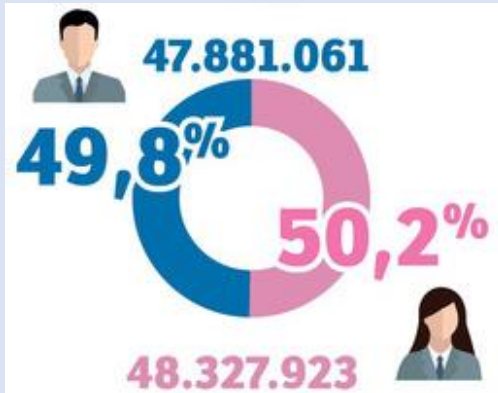
+10.4m
compared to
2009

Birth rate **1.14%**
(2009 – 2019)

Literacy & Tertiary Education:

- Literate population aged 15⁺: 95%
- Current ter. students in a given year: 1,760K
- Yearly enrollment tertiary students: 422K
- Yearly IT enrollment ter. students: 54K
- Rate of graduation/ IT students: 94%
- **Yearly graduation/ IT students: 50K⁺**

by gender



by area

Urban: 33,059,735
(34%)

Rural: 63,149,249
(66%)

IT Universities & Colleges:

- 142 universities
- 112 colleges
- **254 total (*)**

(*) 250 + 4 newly opened 2017-2019

Source: [Tuoitre Online](#), July 11th, 2019

Source: [VN ICT White Book](#), MIC 2017

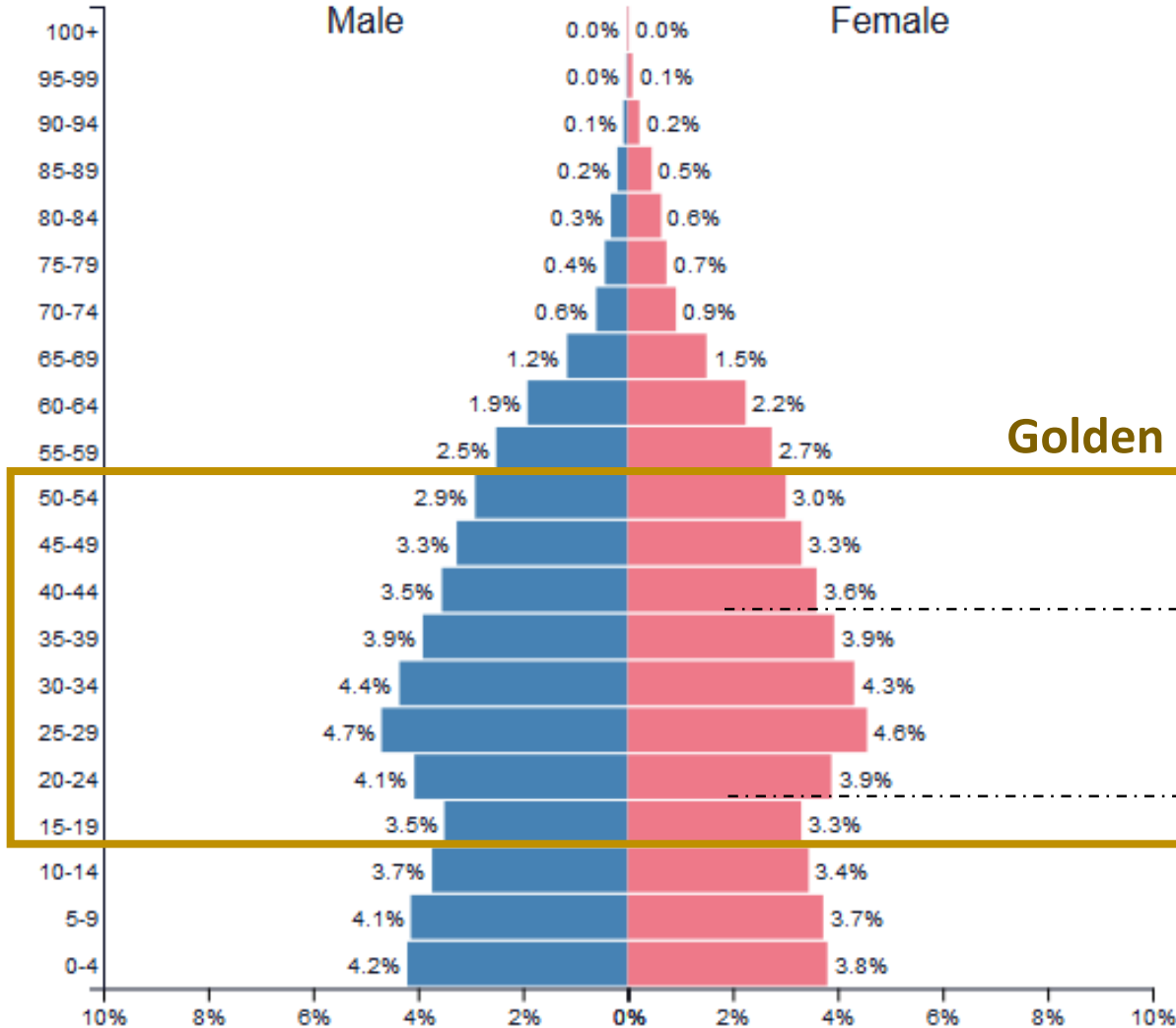


Manpower

96.2M

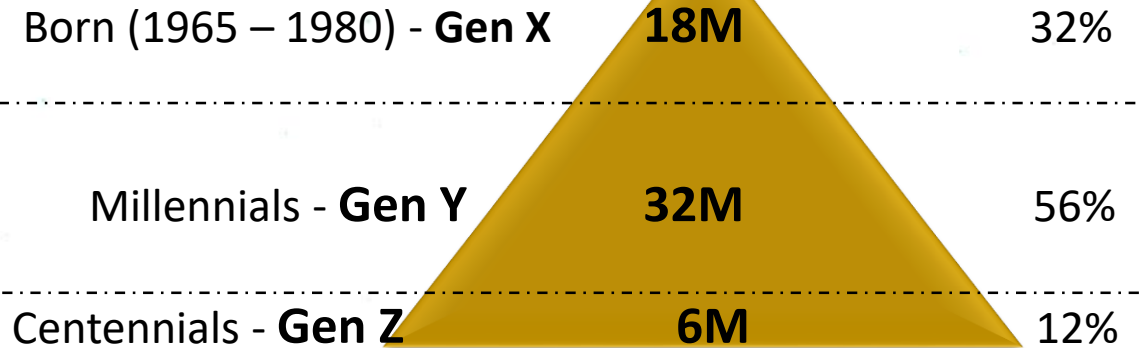
Male

Female



Golden Structure

56M

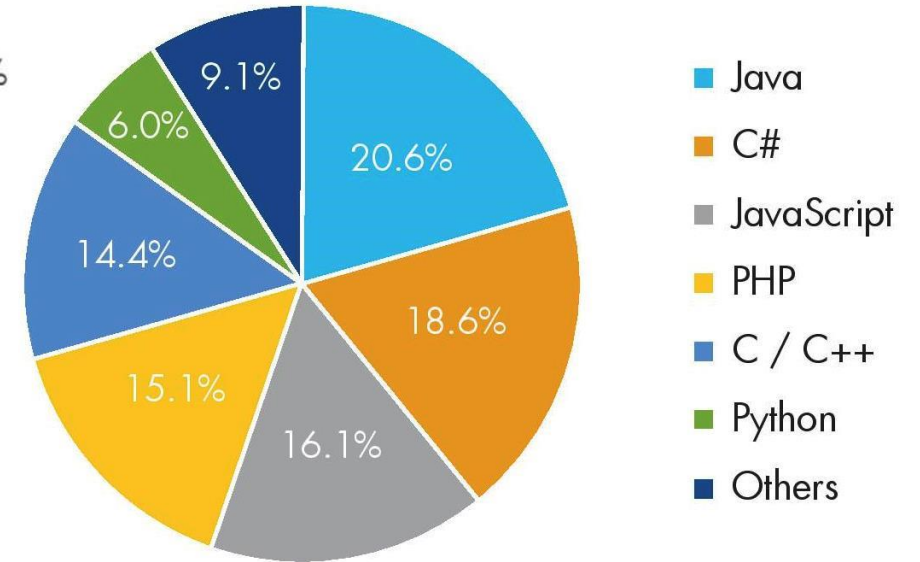
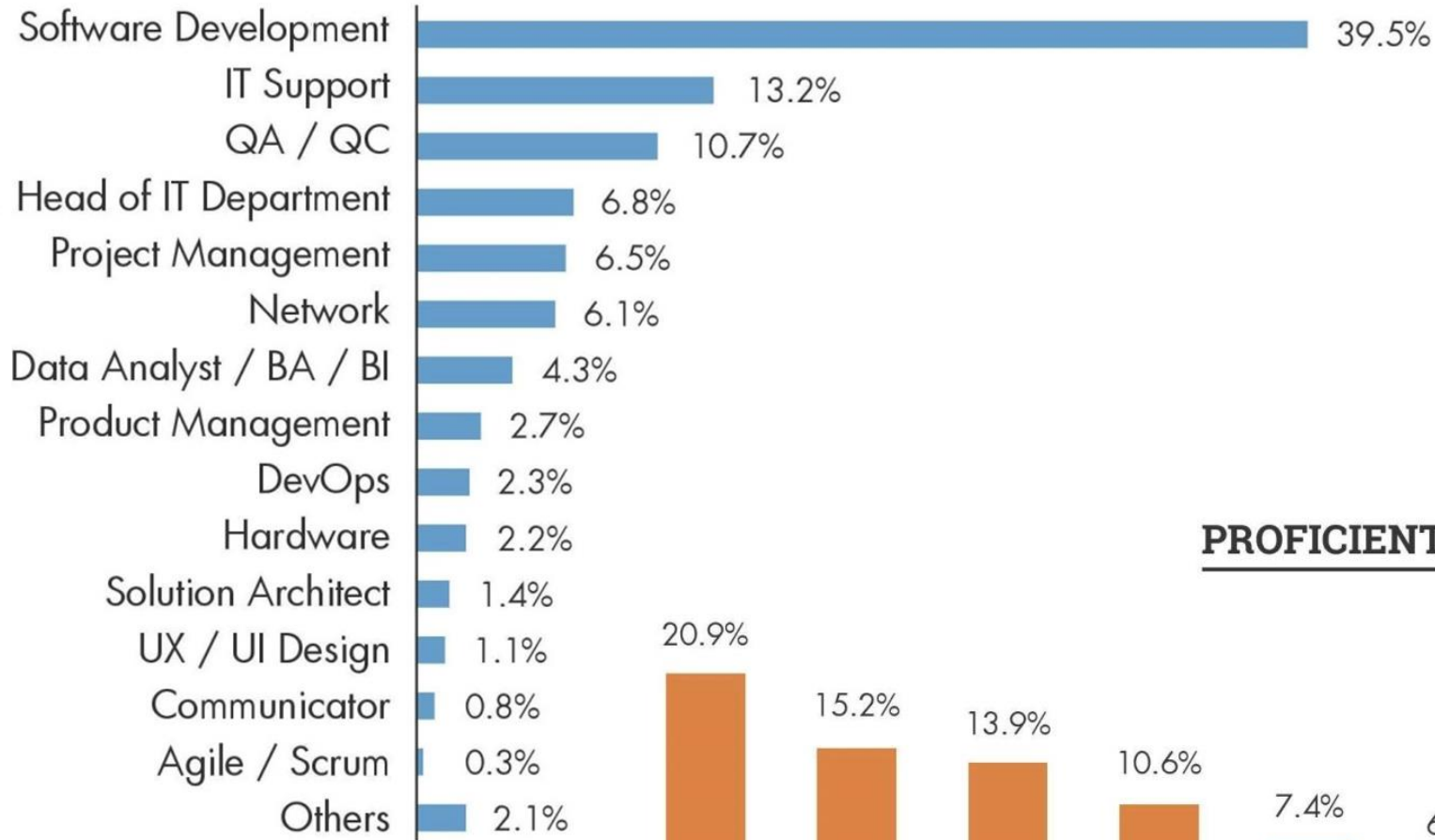


Source: *Tuotire Online*, July 11th, 2019

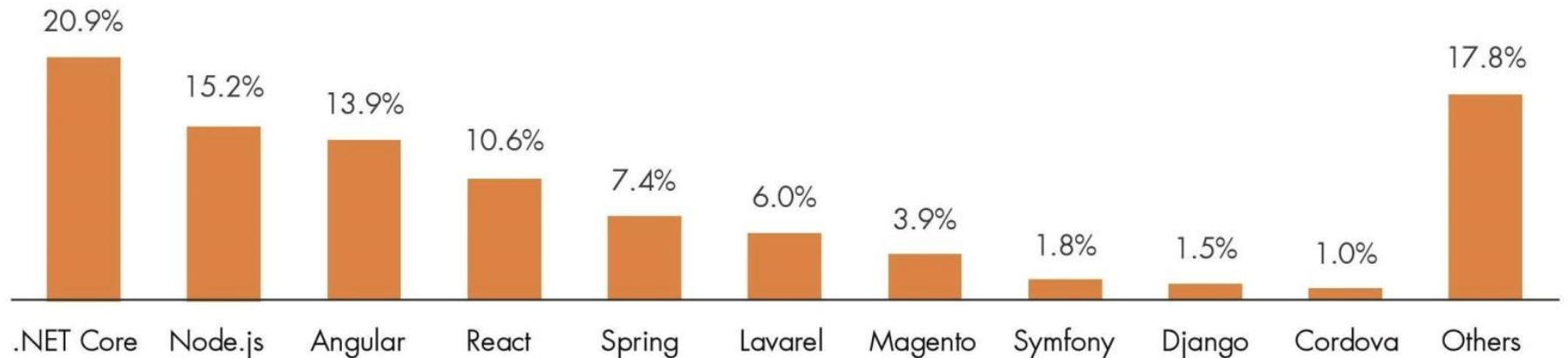
<https://www.populationpyramid.net/viet-nam>



Works – Languages – Frameworks



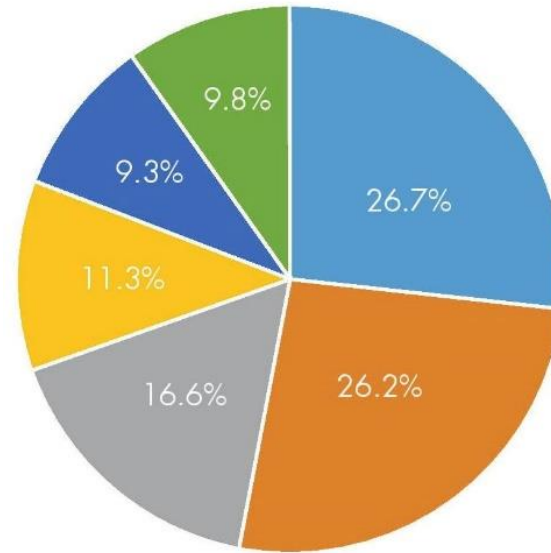
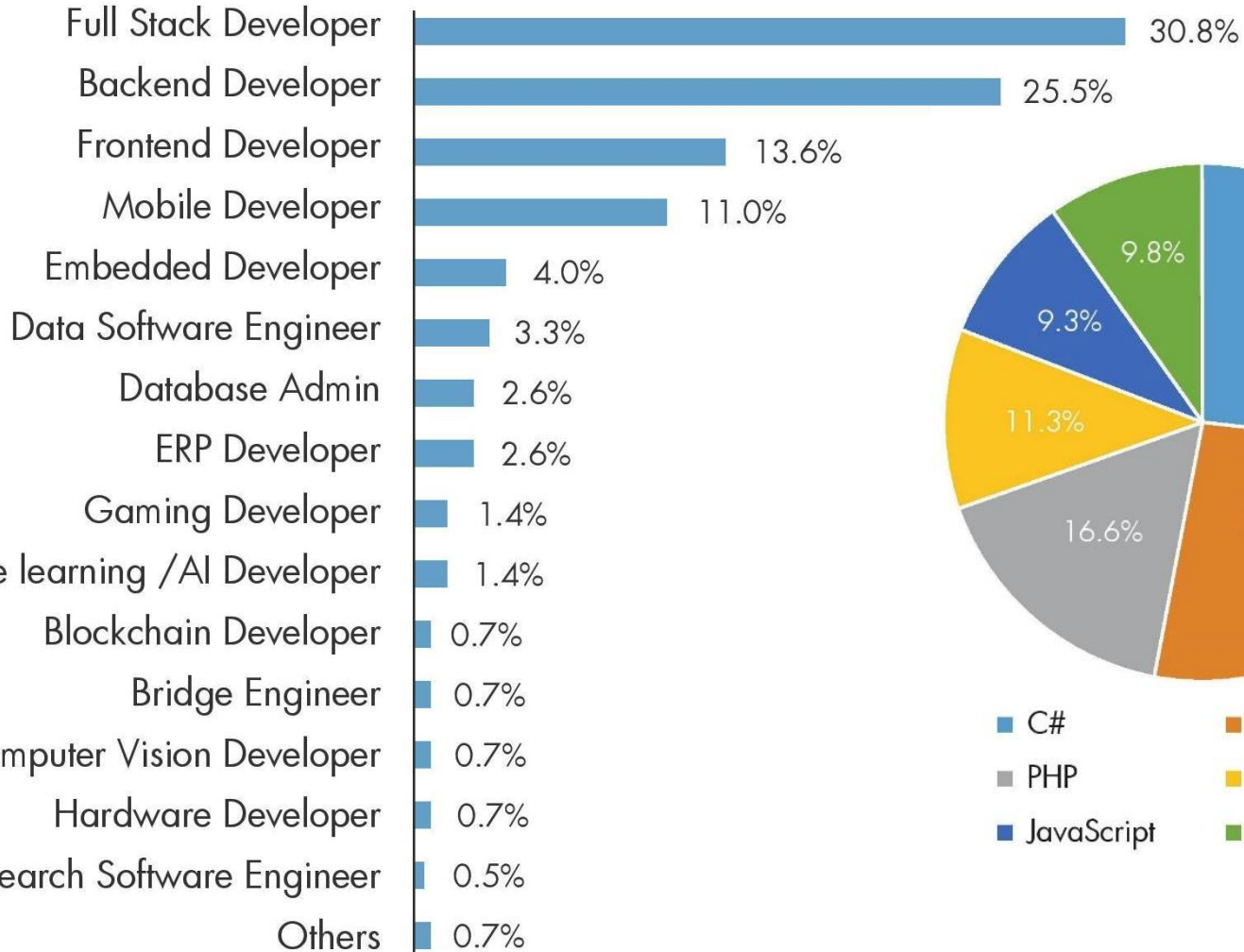
PROFICIENT FRAMEWORK



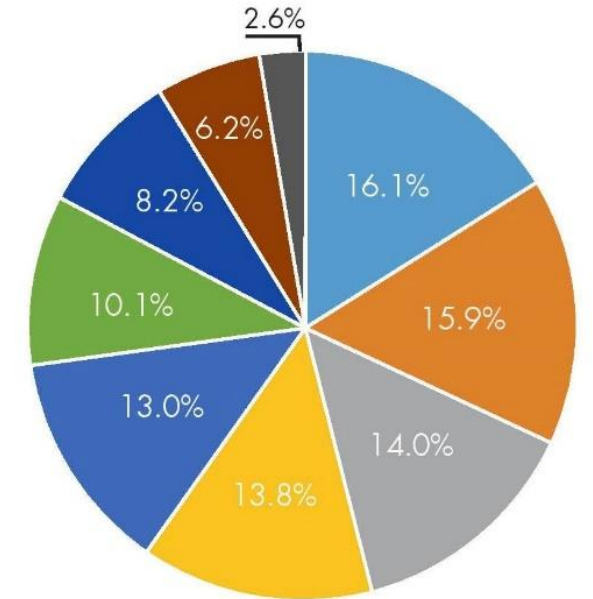
Source: Vietnamworks, 2019



Developers



■ C# ■ Java
■ PHP ■ C / C++
■ JavaScript ■ Others



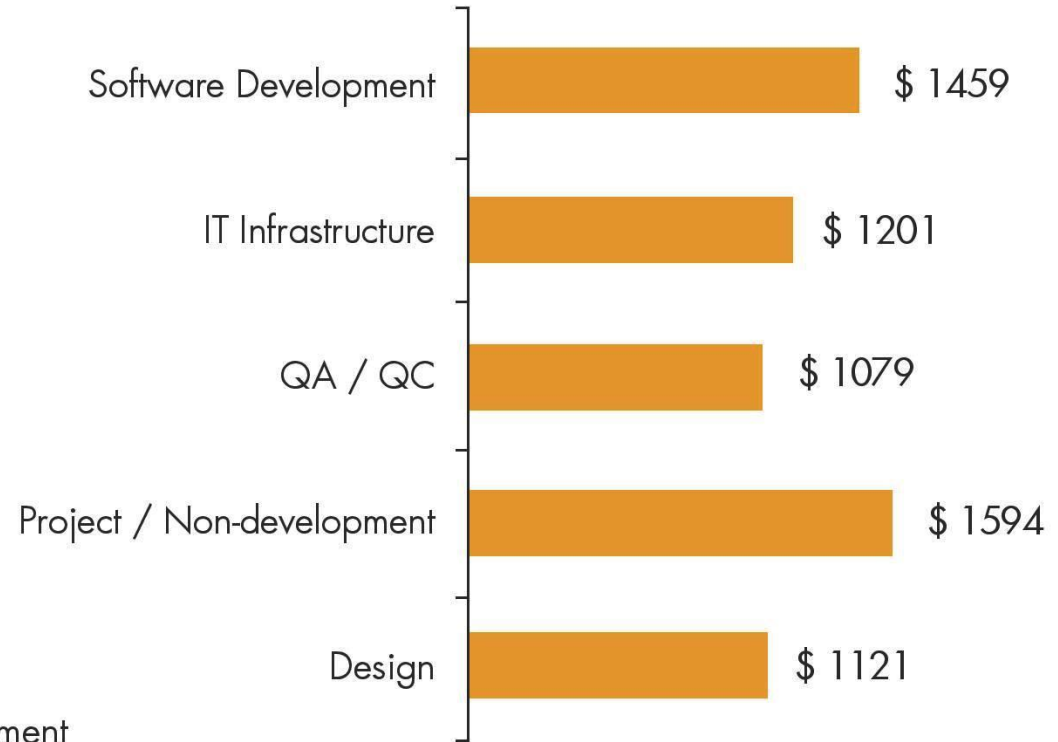
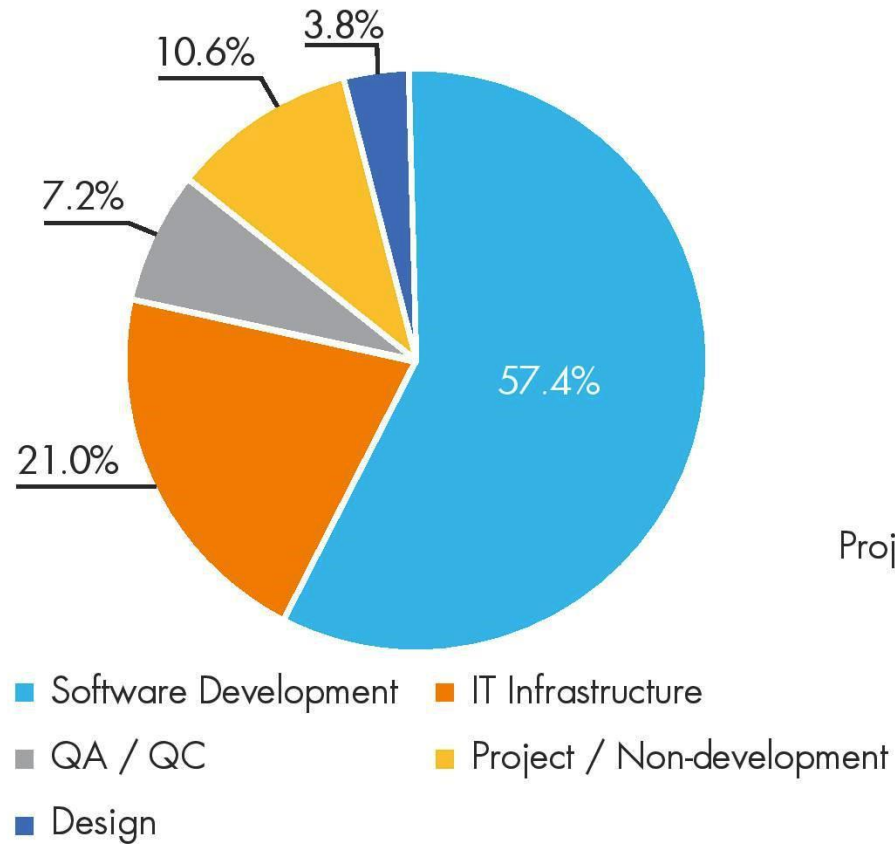
■ .NET Core ■ Others
■ Node.js ■ Angular
■ Do not use framework ■ React
■ Spring ■ Lavarel
■ Magento

Source: Vietnamworks, 2019





Common IT Jobs & Pay Rates

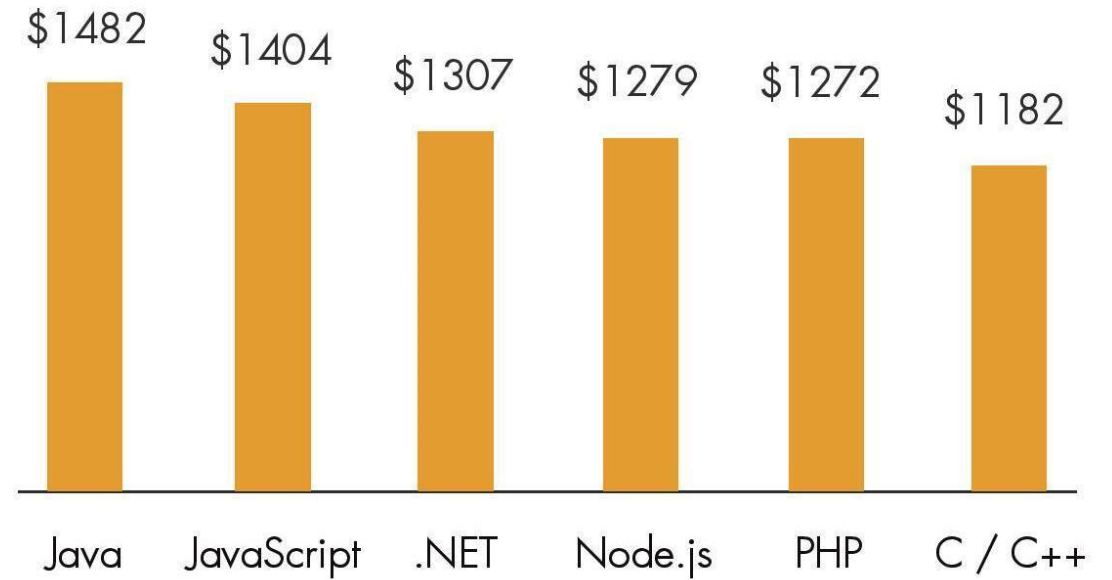
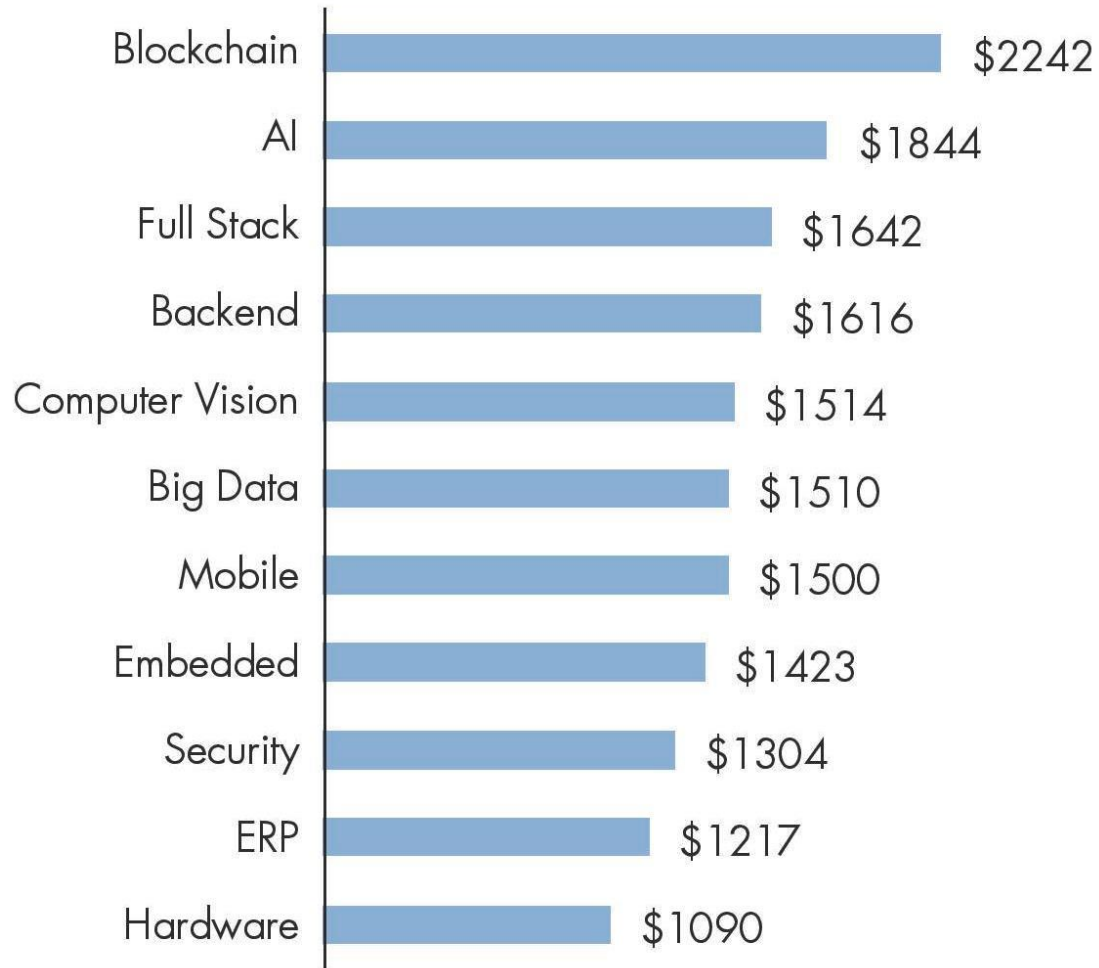


Source: Vietnamworks, 2019





Pay Rates by Technologies & Languages



Source: Vietnamworks, 2019



Intellectual human resources or innovative geeks?

A few predictions:

Drivers of change: Four specific technological advances—ubiquitous high-speed mobile internet; artificial intelligence; widespread adoption of big data analytics; and cloud technology—are set to dominate the 2018–2022 period as drivers positively affecting business growth.

Changing employment types: Nearly 50% of companies expect that automation will lead to some reduction in their full-time workforce by 2022, based on the job profiles of their employee base today.

Insufficient reskilling and upskilling: Employers indicate that they are set to prioritize and focus their re- and upskilling efforts on employees currently performing high-value roles as a way of strengthening their enterprise's strategic capacity, with 54% and 53% of companies, respectively, stating they intend to target employees in key roles and in frontline roles which will be using relevant new technologies.

Source: Future of Jobs Survey 2018, WEF



Now, let's hear from and discuss with
our professional panelists...

Thank You!

