

**VIETNAM NATIONAL UNIVERSITY – HCMC  
UNIVERSITY OF INFORMATION TECHNOLOGY**

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**EMPLOYER SURVEY RESULTS  
YEAR 2022**

*Ho Chi Minh City, December 2022*

## **I. SURVEY OVERVIEW**

### **1. Survey purpose**

- To understand the fundamental requirements and evaluations of employers regarding the University's training programs.
- To identify the knowledge and skills needed for students to meet the labor market demands.
- To provide departments with a basis for periodic review and adjustment of their curriculum.
- To contribute to the implementation of self-assessment and quality assurance activities at the University.

### **2. Survey organization**

- Survey Participants: Various employers, companies, and organizations employing graduates of the University of Information Technology (referred to as Employers).
- Data Collection Method: A survey task force was formed, including representatives from various departments, the Office of Academic Affairs, and the Student Affairs Office. The task force established contact with Employers and distributed surveys using Google Forms or email.
- Survey Timeline:
  - Survey Period: August 20, 2021, to October 23, 2022.
  - Data Compilation and Processing: November 27, 2022, to December 15, 2022.
  - Report Writing: December 18, 2022, to December 30, 2022.

### **3. Survey tools and content**

The survey tools included questionnaires for gathering feedback from students and Employers. These questionnaires were developed and refined by the Department of Inspection, Legalisation and Quality Assurance and were approved by the survey task force and the University's leadership.

The questionnaire for Employers included the following content:

- Employer's requirements and feedback regarding University graduates.
- Employer's assessment of the strengths and weaknesses of University graduates.
- Employer's satisfaction level with University graduates.
- Employer's priorities in recruiting University graduates.
- Potential areas of collaboration between Employers and the University.
- Career trends in the field of computer science and information technology.

## II. SURVEY RESULTS

### 1. Survey participation and data

The task force for gathering feedback from alumni and employers (hereafter referred to as the task force) collaborated with academic departments, offices, and units responsible for implementation to collect data from organizations and businesses employing University graduates. In 2022, feedback was obtained from 63 employers who served as managerial personnel representing various organizations. This figure represented an increase compared to the previous year, 2021, when 43 employers participated, and the year before, 2020, when 59 employers were involved in the survey. The Office of Academic Affairs duly acknowledged these results and recommended that task force members continue to leverage these outcomes.

The following is a detailed breakdown of the survey participation at the institutional level:

No.	Responsible Unit	Number of employers participating	Number of University graduates currently employed in organizations	Number of graduates employed in fields relevant to the University's training	Note
1	Software Engineering (SE)	12	554	546	
3	Computer Networks and Communication (CN&C)	30	968	843	
4	Computer Science (CS)	4	18	16	
5	Computer Engineering (CE)	10	523	463	- 1 unit did not provide information - UIT: 62, Faculty of CE: 27 Alumni working at Organizations
6	Information Science and Engineering (IS&E)	1	300	250	
7	Department of Student Affairs	6	85	73	
<b>Total</b>		<b>63</b>	<b>2448</b>	<b>2191</b>	

Table 1. Survey data overview

The survey has collected information regarding the number of university graduates currently employed by the University. The total number of university graduates currently working in organizations is 2,448 individuals, which is more than double that of 2021 (1,131 individuals) and 2020 (1,060 individuals). Among them, 2,191 out of 2,448 university graduates are currently working in job positions relevant to their respective fields of study, accounting for 89.5% (compared to 90.45% in 2021). Additionally, about 10% of graduates are employed in jobs less related or unrelated to their training. This result is consistent with the annual surveys of graduating students regarding their courses. In 2022, some departments did not conduct employer surveys. The Department of Inspection, Legalisation and Quality Assurance recommends that these departments actively engage with organizations to collect their feedback on university graduates.

Similar to previous years, the majority of participating employers are private businesses, including those with foreign investments, accounting for the highest percentage. Out of the 63 employers who provided feedback, a significant proportion consisted of private businesses (41 out of 63 organizations), businesses with foreign investments, and joint ventures (17 out of 63 organizations), while the remainder were state-owned enterprises (5 out of 63).

## 2. Requirements and comments for the University's SVTN

Based on the outcome standards of the training programs at the University, the Department of Information and Technology has adjusted and designed the survey to collect NTDs on 14 criteria on: (1) the requirements of NTDs and ( 2) the level of response of students to these requirements. The evaluation results were analyzed from the opinions of 63 employers.

Requirements of employers				Criteria	Assessment of University graduates			
Not Important	Slightly Important	Important	Very important		Weak	Average	Good	Excellent
-	6.3	49.2	44.4	Basic knowledge	-	6.3	60.3	33.3
-	-	65.1	34.9	Specialized knowledge	-	11.1	58.7	30.2
-	4.8	69.8	23.8	Specialized skills	-	15.9	60.3	23.8
-	3.2	66.7	30.2	Information collection, analysis, and processing skills	1.6	20.6	61.9	15.9
-	-	65.1	34.9	Teamwork skills	-	20.6	55.6	23.8

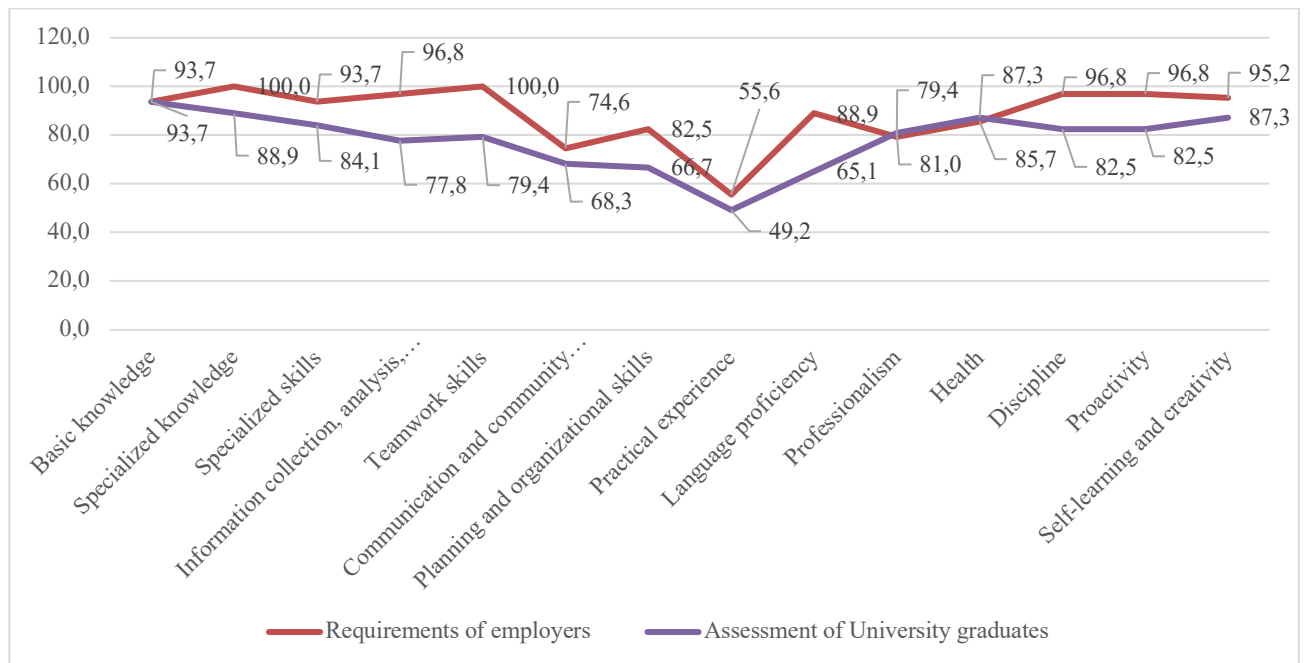
-	25.4	57.1	17.5	Communication and community relations skills	1.6	30.2	52.4	15.9
1.6	15.9	58.7	23.8	Planning and organizational skills	1.6	31.7	50.8	15.9
3.2	41.3	39.7	15.9	Practical experience	3.2	47.6	39.7	9.5
1.6	9.5	65.1	23.8	Language proficiency	-	34.9	58.7	6.3
1.6	17.5	54.0	25.4	Professionalism	-	19.0	63.5	17.5
-	14.3	69.8	15.9	Health	-	12.7	66.7	20.6
-	3.2	68.3	28.6	Discipline	1.6	15.9	63.5	19.0
-	3.2	63.5	33.3	Proactivity	1.6	15.9	61.9	20.6
-	4.8	60.3	34.9	Self-learning and creativity	-	11.1	63.5	23.8

Table 2. Employer requirements and assessments for graduates

In general, most criteria were assessed by employers as being of significant importance, including "very important" and "important." 100% of employers emphasized the importance of university graduates having "Basic knowledge" and "Specialized knowledge" as their top priorities, followed by "Teamwork skills." Other requirements such as "Information collection, analysis, and processing skills," "Discipline," "Proactivity," "Self-learning and creativity," and "Language proficiency" were rated as important by 96.8% of employers. The criteria for "Planning and organizational skills," "Health," and "Professionalism" were considered significant, with ratings ranging from 82% to 88.9%. The criterion of "Practical experience" was viewed as less important, with a rating of 55.6%.

Comparing the results of employer surveys over the past three years, fundamental elements of domain knowledge and essential job skills such as specialized knowledge, self-learning and creativity, teamwork skills, and discipline were consistently rated as highly important (around 90% - 100%). Practical experience was seen as less crucial for hiring decisions, with a rating of 55.6% in 2021, slightly lower than 57.1% in 2020.

In general, the university graduates are found to meet the employers' requirements at a "Good" to "Excellent" level, with an average variation of approximately 10.4% (compared to 10% in 2021), as shown in Chart 1.



*Chart 1. Employer requirements and graduates' compliance level*

Out of the 14 criteria assessed, there are 4 criteria for which university graduates from our institution exhibit a high level of compliance with the employers' requirements. These criteria are specifically in the areas of fundamental knowledge (100%), industrial work demeanor, and health. For the remaining criteria, university graduates generally meet the requirements at an above-average level or higher. However, there is a significant discrepancy among the criteria related to skills (Skills for data collection, analysis, and processing, Teamwork skills, and Planning and organizing skills), particularly in the case of language proficiency.

In comparison to the employers' requirements, university graduates should pay attention to the following factors:

- Language proficiency is currently at a 65.15% compliance rate out of the total 88.9% requirement, which is an improvement from the 2022 compliance rate of 56.82% out of 79.55%. This criterion has consistently been emphasized by employers in previous surveys. While it is still relatively low, the recent improvement is noteworthy. The university and its departments are working on solutions to enhance language proficiency among students in upcoming semesters.
- Compliance rates for data collection, analysis, and processing skills are at 77.8% out of 96.8%.
- Teamwork skills are at 79.4% compliance out of 100%.
- Planning and organizing skills are at 66.7% compliance out of 82.5%.

- Language proficiency is at 65.1% compliance out of 88.9%.

### 3. General assessment of university graduates by employers

Chart 2 illustrates that 42.9% (equivalent to 27 employers) believe that university graduates from our institution meet the job requirements well, 54% (equivalent to 34 employers) consider that university graduates basically meet the requirements but may require additional training, and 1 employer (1.6%) assessed that the graduates do not meet the requirements, while one employer did not respond (1.6%).

Compared to previous surveys, the compliance rate in 2022 is higher than in previous years. In 2021, the compliance rate was 48.9%, in 2020 it was 31%, in 2019 it was 38.1%, in 2018 it was 34.3%, in 2016 it was 27.8%, and in 2015 it was 30.0%. The Department of Inspection, Legalisation and Quality Assurance suggests that Faculties continue to engage with employers to gather more specific feedback about the specific requirements of organizations in order to improve and enhance the quality of student education.

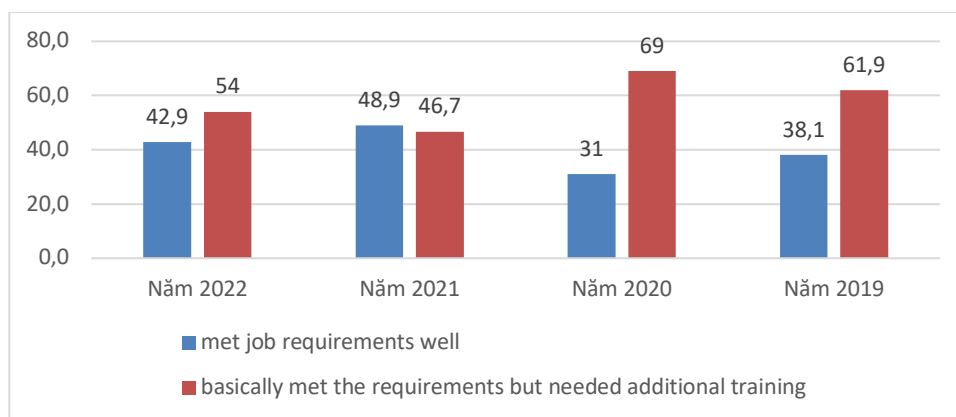
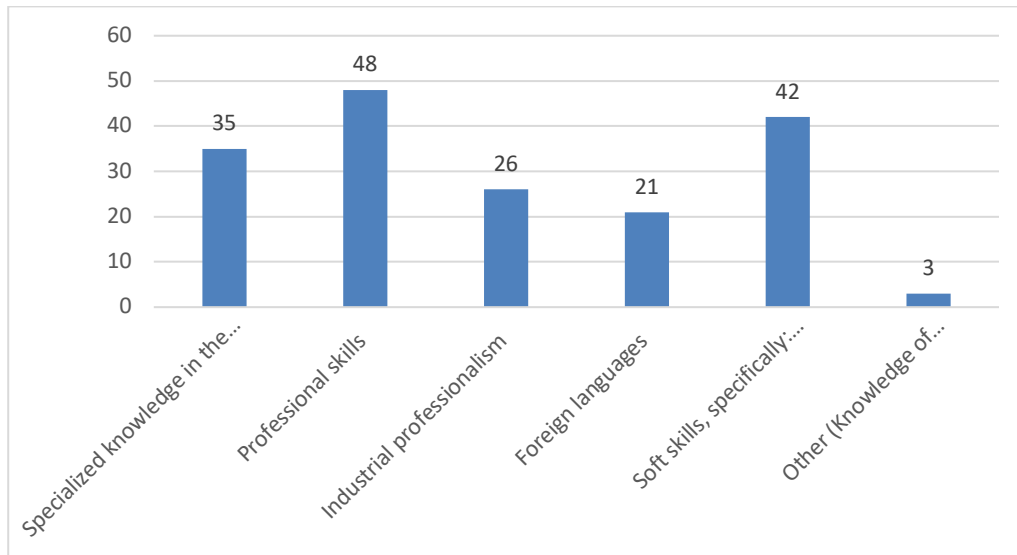


Figure 2. SVTN's level of job fulfillment (%)

The survey also collected opinions on the contents that enterprises have organized training for students of the school. Most of the additional training courses focus on *professional skills*, professional knowledge in the field of IT, industrial manners, foreign languages and soft skills; concrete:



*Chart 3. Additional training content for university graduates (unit: number)*

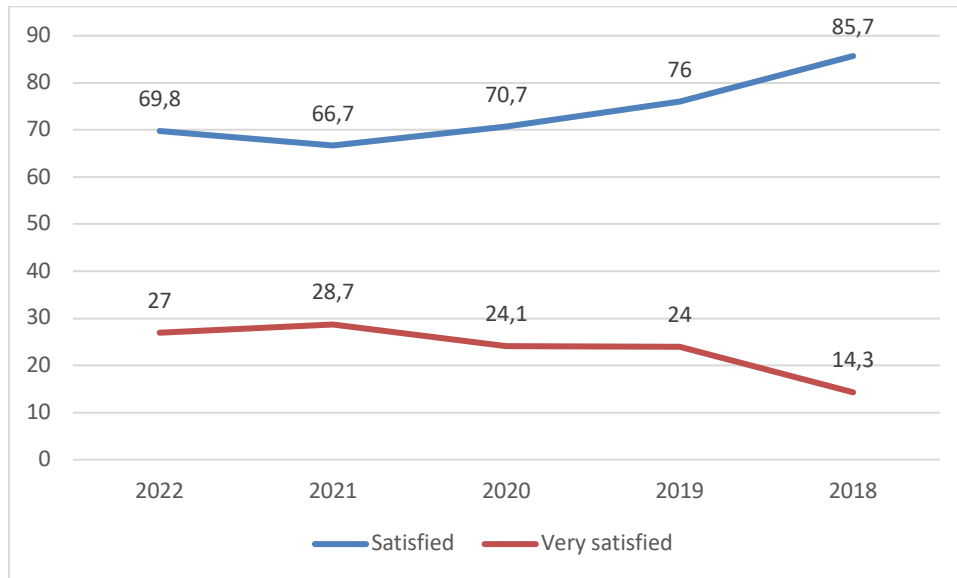
In general, the proportion of companies that need to provide additional training for graduates in 2021 does not vary significantly. Specifically, training in foreign languages for University's graduates is evaluated as slightly decreased compared to previous years; specialized knowledge in the field of IT & Telecommunications and professional skills are still mentioned as areas where additional training for graduates is required. The Department of Inspection, Legalisation and Quality Assurance recommends that the Faculties continue to improve solutions to enhance training content related to skills (soft skills, professional skills, and foreign languages) and specialized knowledge to meet job requirements.

#### **4. Satisfaction level of organizations with university graduates**

Similar to previous years, the assessment of the satisfaction level of Employers with University's graduates usually focuses on two levels: "Satisfied" and "Very Satisfied" (collectively referred to as Satisfied). Chart 4 shows that the "Very Satisfied" rate in 2022 is relatively high (%), but it has decreased compared to 2021 (rate of 28.9%). In addition, 2 out of 63 (3.2%) organizations rated as "Not Very Satisfied" with University's graduates. Therefore, it can be seen that the requirements of Employers are increasingly high, which is a challenge and an opportunity for the University and graduates to make even greater efforts.

Here is the satisfaction level of Employers based on the results of the surveys:





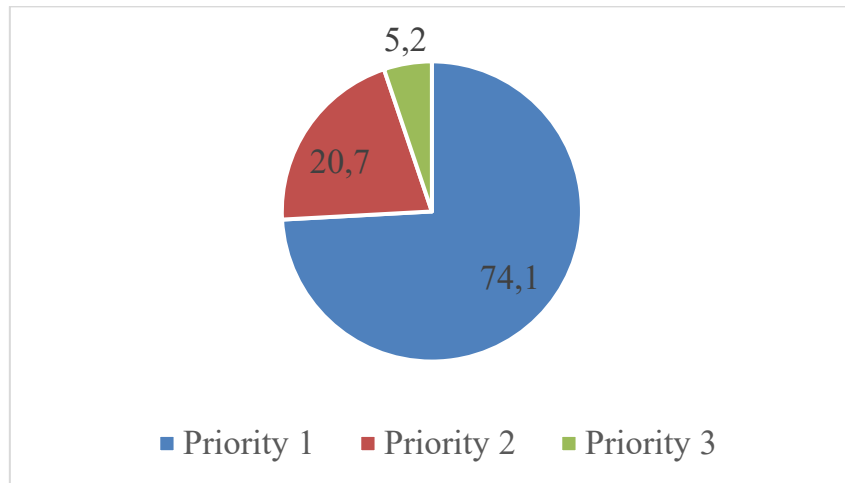
*Chart 4. Employer satisfaction level with university graduates*

The Starting salary of organizations for university graduates data obtained from 63 employing organizations show that the starting salary for the University's graduates varies depending on the job position and type of business. However, the majority ranges from 8 million VND to 20 million VND, with some organizations offering starting salaries for graduates ranging from 15 million VND to 35 million VND. In general, these are relatively high salaries for University graduates in the field of information technology today.

### **5. Priority level in hiring university graduates**

The survey also investigated the priority level of Employers in hiring employees when comparing University's graduates with graduates from other universities that specialize in information technology, such as the University of Technology - VNUHCM, University of Natural Sciences - VNUHCM, HCMC University of Technology and Education, etc.

The survey results show that 58 out of 63 Employers (74.1%) stated that University's graduates are their first choice when they need to hire employees in the field of information technology. This result reflects the reputation of the University's education as University's graduates are trusted and preferred by organizations and businesses due to their quality.



*Chart 5. Priority level of employers when hiring university graduates from the University (%)*

Furthermore, the survey also collected the opinions of businesses regarding collaborative activities with the University. The results indicate that Employers are willing to support and collaborate with the University in activities such as providing students with practical experiences, accepting students for internships, recruiting graduates, and engaging in knowledge sharing events. Based on this, the various faculties and departments should explore and plan specific collaboration efforts with these organizations and businesses.

6. Organization's opinions and comments on the university's graduates and current career trends in the it field (See Appendix 1)

### **III. CONCLUSION**

In the 2022 survey, the University received valuable feedback and suggestions from 63 businesses regarding its former graduates. This feedback holds significant importance for the University to assess the quality of its educational activities.

Employers assessed that the University's graduates perform quite well in terms of their professional knowledge and skills. However, the University should focus on improving students' foreign language proficiency and provide training in soft skills, professional skills, and teamwork skills.

With the results achieved, the Department of Inspection, Legalisation and Quality Assurance recognizes the substantial efforts made by the faculty, school, and working teams. The department suggests that each faculty and department should continue to build on their strengths and address the existing limitations. To gather more effective employer opinions, faculties and departments should diversify their feedback collection methods, including surveys, organizing meetings between employers and academic units, advisory sessions, job

fairs connecting employers and students, and other activities that leverage employer support. This will foster a stronger, more cohesive collaboration between employers and the University.

Faculties and departments should continue to use the survey results, especially the input from employers, to enhance and improve the quality of education.

**HEAD OF DEPARTMENT OF  
INSPECTION, LEGALISATION AND  
QUALITY ASSURANCE**

*(Signed)*

Trinh Thi My Hien

## APPENDIX 1

### THE ORGANIZATION'S COMMENTS ON THE SCHOOL'S SVTN AND CAREER TRENDS IN THE IT FIELD

STT	Organization Name	Positon	Strengths	Weakness	Career trends	Looking forward to the improvement of the school
1	Vietnovel Corporation	Director	Good basic knowledge	Slightly passive and shy.		Whatever the industry, quality work is still a top priority for every company. The ability to adapt quickly to new technology is what students of 1 top university need to have.
2	Viettel High-tech Industry Corporation	Software Architect	Professional knowledge and basic skills to meet the needs	It is necessary to organize additional training for about 2-3 months to start participating in the project		The IT field changes very quickly, every year there are new programming languages, new platforms, many new trends such as iot, bigdata, microservices, kubernetes, network infrastructure virtualization, AI, blockchain, quantum computing .. Therefore, the ability to adapt quickly, learn new things quickly, actively self-study, read English documents, solid

STT	Organization Name	Positon	Strengths	Weakness	Career trends	Looking forward to the improvement of the school
						<p>foundation knowledge helps students to develop quickly, in-depth and long-term in the field of IT. The school should create conditions for students to participate in many group projects with new products to increase programming skills, enhance self-learning ability, encourage students to dare to apply new technologies to products. Students should be encouraged to actively participate in long-term internships at enterprises early, helping students to gain professional experience early, increasing their competitiveness in the labor market.</p>
3	VIETNAM CUSTOMER MANAGEMENT SOFTWARE	Project management	Proactive, have self-research skills, good background knowledge	Some of you have not been oriented to suitable jobs & positions that can work.		<p>Internship positions the company wishes to cooperate in recruiting interns:  - Software Engineer (PHP, React Native)</p>

STT	Organization Name	Positon	Strengths	Weakness	Career trends	Looking forward to the improvement of the school
	CO., LTD – OnlineCRM					- Devops (Linux, CentOS, LAMP, Python) - Some other positions: BA, QA, IT-Helpdesk, Sales
4	mService Online Mobile Company (MOMO Wallet)	Devops Eng	Study hard, work hard to find new things	Initiative in work and soft ability are a bit weak. They need more realistic projects		Programming skills - Soft skills for inflammation - Practical projects at enterprises
5	THNN Sorimachi Vietnam Company	Japanese market project manager, training manager	Learn new knowledge fast.	Need to improve communication skills.		The company is aiming for AI, Fintech. The first is in the field of Vietnamese agriculture.
6	Capgemini	Senior Consultant/leader	Diligent researching technology	There is no good discipline in going to work as well as in reporting. Foreign languages cannot communicate. Knowledge is not focused on the expertise of 1 field, so it is difficult to acquire and practice quickly.		How to work in a team, practical application English, delving into specific specialties such as: mobile, web, backend, infra, devops.
7	Center for Cyber Security - CNSC	Technical Manager	Good knowledge, hard work	need to improve soft skills		

STT	Organization Name	Positon	Strengths	Weakness	Career trends	Looking forward to the improvement of the school
8	ROSEN Group	Head of Software Resourcing			Fullstack developer, agile development, english	
9	FPT SOFTWARE HCM	Head of Recruitment				
10	VINBRAIN CO., LTD	Devops Expert		The professional knowledge accumulated in school is less suitable for the positions that the company needs		Closely follow the actual needs of businesses, encourage students or organize early internship programs for students, preferably year 2 so that students can acquire knowledge and specialized orientation accordingly.
11	ISB Vietnam Company Limited	Production Leader	Good specialized knowledge, dynamic, creative			There is currently nothing for the school to improve.
12	gumi Vietnam Joint Stock Company	HR Recruitment	Solid basic knowledge, good working attitude	Still a bit passive with collective work		

STT	Organization Name	Positon	Strengths	Weakness	Career trends	Looking forward to the improvement of the school
13	Viet Hong Quang Electronic Solution Joint Stock Company	Head of Security Systems & IT Service Consulting	Students have the will to progress, the ability to be independent, wonder and research knowledge	The training knowledge has not kept pace with the rapid development of IT, especially in the enterprise sector, soft skills need to be more focused.	IT trends: Cloud computing, AI/ML, Devops, IoT, Automation,... The school should improve the syllabus in line with the industries and practical knowledge the business is operating	
14	Apps Cyclone Technology JSC	Senior Developer/leader	Good background knowledge, quick acquisition but a bit passive and afraid to communicate			
15	CPP Software Solution Company Limited	Director	Good background knowledge. The ability to self-study and learn new knowledge is good and fast.	Manners and soft skills such as communication, presentation, sharing ... There are many limitations.		Orient more clearly about career paths for students before entering year 3, so that they have the clearest picture of the work they will do in the future, and have appropriate study and research plans.



STT	Organization Name	Positon	Strengths	Weakness	Career trends	Looking forward to the improvement of the school
16	Codeforce Vina	Scrum Master	Have good knowledge, integrate quickly, grasp problems well, and find solutions to problems quickly. Active, sociable with people.	More experience is needed to deal with people-related problems.	Web development will still dominate, AI will be the new trend.	There needs to be a solution to avoid the situation in the group, having you do a lot, you do little, leading to graduation you know a lot, you don't know how much. In addition, dealing with issues related to people should also be considered for inclusion in the curriculum.
17	FPT Software Hanoi	Product Manager	Strong grasp of IT industry expertise	Communication skills and career path planning need improvement		
18	Singularity Corporation	Deputy General Director	You actively learn, exchange with your predecessors, have good background and specialized knowledge, know how to apply it to work.			

STT	Organization Name	Positon	Strengths	Weakness	Career trends	Looking forward to the improvement of the school
19	MLTech Soft	Technical Manager				- It is necessary to improve the general level of English proficiency for students.
20	HoneyNet Company	PHP Full Stack Developer/leader	Basic knowledge is temporarily fine, need to improve initiative and soft skills.			
21	NAB	Senior Analyst, Engineer, Leader	analytical, planning and project management skills.	What needs to be improved is Communicative English		Skills and experience for practical projects, communicative English
22	Softfoundry	iOS leader	Have good background knowledge, ability to self-study and study, have an eagerness to learn.	Need to improve problem presentation skills.	According to you, the current career trends in the field of computers and IT are: Blockchain, AI, VR/AR, Robot.	The organization expects the University to improve students' ability to present problems, master the background knowledge further.

STT	Organization Name	Positon	Strengths	Weakness	Career trends	Looking forward to the improvement of the school
23	VNPT IT Center Region 2	Head of Department	Most of them work with a high attitude and sense of responsibility, enthusiasm in movements, good research ability.			At VNPT IT2, we need students to be able to quickly learn new programming languages (can program many languages because of the fact that some of them only WANT to work with languages trained at school), in addition, automation (BPMS), DevOps is now also an indispensable part of our DAs. The school can organize exchange sessions with alumni of the school, or IT enterprises to help students orient their careers.

STT	Organization Name	Positon	Strengths	Weakness	Career trends	Looking forward to the improvement of the school
24	ExecutionLab ASIA	Technical Management	The majority have good basic knowledge and professional competence. A few of you have the potential to grow tremendously.			Schools need to maintain knowledge impartment, sharpen foundational skills such as math, programming, thinking to serve as a launching pad for students. However, it is necessary to give you a lot of time to experience new technology trends to know the external market situation to prepare yourself to approach when joining faster. In addition, it is recommended to create an environment to improve professional communication ability, the spirit of receptivity and regular exchange for you.
25	Trueson APAC	Technical Leader	Have good professional experience and skills.			The IT industry changes very quickly, so it is most necessary for students to have the ability and mindset to learn by themselves, actively explore to solve problems rather than waiting for someone to

STT	Organization Name	Positon	Strengths	Weakness	Career trends	Looking forward to the improvement of the school
						clearly point out the problems before doing it.
26	Uniquify Vietnam Company Limited	HCNS Monitoring	Enthusiasm, responsibility for work, good foreign language	need more in-depth training to suit the working needs of the company		need additional training in specialized knowledge
27	FPT Software Company Limited	Recruitment Head Officer	Good specialized knowledge	Language ability: English		
28	TK 25 Technology Joint Stock Company	Assistant General Manager	- Can enter the project immediately.- Be proactive and responsible at work.- Integrate into the working environment - Proactively update professional knowledge			
29	SNST	Director	Hard working, diligent, have average muscle knowledge, have the ability to approach work quickly	Weak foreign language, average knowledge of electronic physics, little knowledge of semiconductor	More in-depth training in semiconductor components, foreign languages, teamwork ability	

STT	Organization Name	Positon	Strengths	Weakness	Career trends	Looking forward to the improvement of the school
				materials and transistor gates		
30	SNST & Finger Vina	Deputy Director of Engineering	The ability to self-study is very good.	Knowledge and skills in IC design are weak at the beginning of work, requiring additional training at the company.	There is a need to increase IC design coursework to increase students' knowledge and skills in IC upon graduation.	
31	Faraday Technology Vietnam Company Limited	HR Manager	Students of the school have good background knowledge, have good self-study and teamwork skills	Need further improvement in English and presentation and reporting abilities		Hopefully, the school can improve the English and soft skills of students.

STT	Organization Name	Positon	Strengths	Weakness	Career trends	Looking forward to the improvement of the school
32	Renesas Design Vietnam Ltd. Co.	Co-Director	You have expertise relevant to IC design.		As the demand for human resources for IC design and embedded system design is and will be high in the next 3 years in Vietnam and Southeast Asia, I hope the university will continue to invest and cooperate with businesses to strengthen training to increase human resources for these 2 fields in the near future.	

STT	Organization Name	Positon	Strengths	Weakness	Career trends	Looking forward to the improvement of the school
33	Dek Technologies VN	Line Manager	Ability to learn and adapt to good work projects Good background knowledge Professional working attitude High positivity and initiative at work	Foreign language ability	Currently, the projects in Dek company and customers are aiming for knowledge of Cloud Native, Kubernetes, Micro-services,.. With that knowledge, if you practice at the Enterprise, you will have the opportunity to get acquainted and learn	
34	FPT Software Company Limited (FPT Software)	Recruitment specialist at FPT Software Academy	- Professional knowledge is rated at a good level or higher. -Teamwork skills are quite good- Proactive, quick acquisition during training- Good reading and comprehension of English documents	-Need to improve English communication ability		Currently, the IT industry is having many new trends with many new programming languages to meet social needs such as Cloud, Devops,.... Moreover, many foreign businesses are expanding their markets in Vietnam, so they need human resources with the advantage of good conversational English. The organization wants the



STT	Organization Name	Positon	Strengths	Weakness	Career trends	Looking forward to the improvement of the school
						school to add English lessons for students, especially to help students be more confident when communicating in English. In addition, the organization also wishes to cooperate with the school to organize seminars and workshops on IT-related topics, job opportunities as well as introduce new knowledge to students.
35	TVT GROUP Joint Stock Company	Director	Good professional knowledge, enthusiasm and learning, quick access to new technologies and good thinking	In terms of health, some communication skills and time management skills	In the near future, many new technologies will be applied such as AI/BigData and Blockchain	Organize workshops on communication skills to make you more proactive, in addition to programs to introduce new technologies to get you interested and pursue a new career!
36	Geographic Information System Application Center Ho Chi Minh City	Project management	Good expertise, positive working attitude, good self-study ability, market demand	Communication skills, team interaction when working, presentation skills	Blockchain, GIS, High Performance System, AI	Social communication skills; understanding of technology trends (Knowledge is somewhat old), work management skills

STT	Organization Name	Positon	Strengths	Weakness	Career trends	Looking forward to the improvement of the school
37	DooPage	CTO	Good professional knowledge	Soft skills are not really good	AI, Blockchain	
38	FPT SOFTWARE HCM	HCMC Career	Master the basics, be ready for the challenge	Foreign language, ability to take the initiative	Specialize but be ready for the challenge	Students' foreign language ability
39	Hoan Cau Software Company Limited	Head of Department	Ability to work independently, access to fast technologies	Ability to communicate, work in a team, plan and organize work	Data Analyst	Strengthen collaboration with businesses to have business lessons and students can discuss how to do real projects
40	ELCA Vietnam	HR Team	Good attitude, hard work for money	Foreign language, presentability	JAVA/.NET and Golang, data	Create conditions for students to study and work at the same time. Proactively align school attendance according to the early on-school schedule, to ensure graduation on time without affecting employment
41	Bicarus	CTO	Learn new things fast	Slightly shy	Blockchain	Give you more real combat knowledge
42	Wata Group Joint Stock Company	HRM	Enthusiasm, dynamism, willingness to learn	need to improve foreign language skills	Programming	Improve foreign language skills for students

STT	Organization Name	Positon	Strengths	Weakness	Career trends	Looking forward to the improvement of the school
43	FUJINET SYSTEMS Joint Stock Company	Recruitment Manager	Good background knowledge, ability to learn new things quickly, good research ability	Time management	AI, Machine Learning, Deep Learning	
44	Athena Studio	Talent recruitment and attraction lead	Good background knowledge; good attitude, ability to learn quickly; nimble, flexible	1 number of students have poor English skills; soft skills need to be further honed	Web3 Platform	The company has no immediate comment; Most of them meet the input needs of businesses
45	Gameloft Vietnam	Recruitment Assistant	Good background knowledge, constantly updated work skills, good attitude.	Professional knowledge in the field of gaming is limited.	Product companies gradually balance salary, bonus, allowances compared to outsourcing companies. Therefore, the wave of highly skilled programmers gradually shifted from outsourcing to product.	Equip students with basic knowledge of the gaming industry.

STT	Organization Name	Positon	Strengths	Weakness	Career trends	Looking forward to the improvement of the school
46	KMS Technology Vietnam Company Limited	Senior HR Specialist	Good working attitude, complete the assigned work. Good English and professional knowledge.	You should have the skills to learn unknown technologies, do not rely on mentors too much, complete the work on deadlines. Time Management skills should be promoted. They are still busy with school schedules, so they do not fully focus on the training program as well as the assigned work at the enterprise.	Web Application, Microservices, Frontend, Mobile. Technical tester can perform manual and automation testing.	Improve their conversational English. Many students have a high GPA but not good English.
47	Contemi VN Company Limited	HR Recruiter	Good background knowledge	English	The school/faculty has made a lot of improvements	Student English
48	Comflysoft Company Limited	Director	Work hard to learn, quickly acquire new technologies and knowledge. Actively communicate with colleagues to solve problems	Afraid to communicate in English when working with a foreign environment.	Data analysis and digitization.	Open many seminars on English topics for you to confidently communicate in English

STT	Organization Name	Positon	Strengths	Weakness	Career trends	Looking forward to the improvement of the school
49	TopERP Technology Solution Joint Stock Company	CEO	Background knowledge is generally more relative than other schools	Poor communication, teamwork, and time management skills	Web3, AI, Machine Learning	
50	LEVINCI CO., Ltd.	CEO	dynamic	Foreign languages are still quite weak	The school/faculty has improved	
51	Aureole IT Company Limited	HR Specialist	eager to learn, quick to learn, quick to adapt to the environment	The ability to work independently is not high	Application programming, data analytics and machine learning and automation are trending	
52	Chi Business Online Marketing	HR	The ability to learn other languages on your own relatively quickly	English		Improve self-learning and update leading technologies and new industry trends
53	Seedcom JSC.	Technical Operation Manager	Good self-study and research ability; good programming thinking, algorithms and problem solving, proactive, good teamwork	Specialized skills, practical experience	Data and AI	Create opportunities and connections for students to have practical experience, apply knowledge to business work.
54	Linkbynet	L&D Officer, APAC	Quick acquisition, hard work to learn more	There should be more initiative at work	DevOps	Practice more foreign languages and other soft skills

STT	Organization Name	Positon	Strengths	Weakness	Career trends	Looking forward to the improvement of the school
55	DEK Technologies Vietnam	Recruitment Specialist	The students are trained in specialized knowledge quite well, have a good learning attitude.	In terms of foreign language communication, I need to improve more (especially Listening-Speaking skills), need to be trained in more soft skills	Web/Mobile Application, AI, Machine learning, Cloud	UIT is doing very well in terms of both training and creating connections with students and businesses.
56	Netcompany Vietnam	Talent Acquisition Consultant	Professional knowledge, able to communicate in English		Diversify platforms, exchange and work directly with customers	More connections and support between schools and businesses in activities to bring career information to students.