

EMPLOYER SURVEY RESULTS REPORT
YEAR 2025

Implementing Plan No. 13/KH-TT-PC-ĐBCL dated 07/7/2025 on the survey to collect opinions of alumni (ALUMNI) and employers (EMPLOYER) in 2025, and Decision No. 782/QĐ-DHCNTT dated 07/7/2025 of the Rector of the University of Information Technology on the establishment of the Working Group to collect opinions of ALUMNI and EMPLOYER in 2025, now the Office of Legal Affairs – Quality Assurance / Working Group reports the results as follows:

I. SURVEY RESULTS

1. Number of employers participating in the survey

A total of 38 representatives of organizations and consumers participated in the survey for opinions, the number of opinions collected by consumers is less than in previous years (2024: 48 EMPLOYER; 2023: 43 EMPLOYER, 2022: 63 EMPLOYER; 2021: 43 EMPLOYER). In which, there are more than 1578 students of the University working at organizations, employers, for companies that provide quantity; (in 2024: 1000 people, in 2023: 1,400 people; in 2022: 2448 people; in 2021: 1131 people). In which, over 1167 students are working in job positions suitable to the trained major, accounting for 73.95% (in 2024: 95.9%; in 2023: 85.7%, in 2022: 89.5%; in 2021 it is 90.45%). The reason may be the economic recession, when the economy slows down or declines, IT companies may limit the recruitment of new personnel or prioritize experience over fresh graduates. Or due to cost-cutting policies, many businesses apply strategies to cut non-essential personnel costs, leading to a decrease in the employment rate of students with the right expertise,...Similar to

previous years, the number of foreign-invested enterprises is mainly private and foreign-invested enterprises always accounts for the majority. The Department of Fire and Rescue suggested that the Faculties actively and proactively connect businesses to exchange and cooperate more closely, expanding job opportunities for students.

Regarding the starting salary: Data obtained from employers shows that, depending on each job position and type of business, the starting salary for students of the University is different, with an average of over 11 million VND. Overall, this is a decent average salary for fresh graduates when compared to other fields.

Table 1. Information about organizations participating in the survey

STT	Organization Name	Position of the Opinion Provider	Number of students currently working at the Organization	The number of students working in accordance with the University's training majors	Starting salary of the Organization for students of the University (Member: million VND)
1	Bicarus	Fouder - CTO	6	4	8
2	WATA TECH	Delivery Director	5	5	7
3	VNG Group	Talent Acquisition Lead	617	300	15 (Fresher)
4	Wolffun Co., Ltd.	HR Specialist	2	2	8
5	Endava Vietnam	Talent Acquisition Specialist	-	-	13-16
6	Endava	Talent Acquisition	80	10	8 - 10
7	TopCV Vietnam	quyendnp@topcv.vn	-	-	1,35
8	ELCA Vietnam	Lead Specialist, HR	50	50	10

STT	Organization Name	Position of the Opinion Provider	Number of students currently working at the Organization	The number of students working in accordance with the University's training majors	Starting salary of the Organization for students of the University (Member: million VND)
9	TVT GROUP CO., LTD	CEO	3	3	10
10	DVA HOLDINGS GROUP JOINT STOCK COMPANY	IT Department School	8	8	12
11	ORIS Solutions Joint Stock Company	CEO	9	7	15
12	SUN JOINT Stock Company. STUDIO	Human Resources Officer	2	2	20
13	Tập đoàn CT GROUP	Deputy General Affairs Department - cum Head of the University Department	-	-	From 15 - 20 million VND/month depending on the position and time/type of work
14	CT Group Joint Stock Company Branch of Business Management Software Joint Stock Company in Ho Chi Minh City	E2B Representative	Over 50 (not counting new employees who have not yet been counted)	> 50	10
15	Branch of Business Management Software	Trưởng phòng HR Officer	25	10	10

STT	Organization Name	Position of the Opinion Provider	Number of students currently working at the Organization	The number of students working in accordance with the University's training majors	Starting salary of the Organization for students of the University (Member: million VND)
	Joint Stock Company in Ho Chi Minh City				
16	FPT Software HCM	Head of Southern Recruitment and Learning Partnerships	>100	>100	9-11 million/month with official personnel
17	ECOM INVESTMENT CONSULTING CO., LTD	In charge of HCNS	15	15	7~9/Fresher
18	DOTB Educational Technology Joint Stock Company	Product Manager	25	20	-
19	Netcompany Vietnam	Recruitment Specialist	25	25	16
20	SVC Technologies Co., Ltd.	HR Officer	6	6	-
21	Renesas Electronics	Senior Recruitment Partner, APAC Region	50+	50+	-
22	Vietnam Internet Center - HCMC Branch	Talent Acquisition	3	3	12-15 million/month
23	LeapXpert Vietnam	Specialist	22	22	10 million for interns and 20 million for full-time employees
24	SHIFT ASIA	Recruitment Staff	-	-	-

STT	Organization Name	Position of the Opinion Provider	Number of students currently working at the Organization	The number of students working in accordance with the University's training majors	Starting salary of the Organization for students of the University (Member: million VND)
25	Aureole Information Technology Co., Ltd. (Aureole IT)	Human Resources Officer	1	1	-
26	DXC VIETNAM	Associate Talent Acquisition Manager	90	90	11-12
27	IMT Solutions	HR Officer	20+	20+	-
28	Axon Active Vietnam Co., Ltd.	Education Manager	20-30	20-30	-
29	NEO Training Center	CEO	4	4	-
30	Công ty CMT-DRAGON CO., LTD	HR Department	-	-	-
31	Casso Co., Ltd.	COO	4	4	11
32	NUS Technology	Recruitment Manager	9	9	9 - 12 million VND/month
33	FUJINET SYSTEMS Joint Stock Company	Head of Recruitment and Training	35	35	-
34	Spiraledge Vietnam Company	HR - PR Associate	> 20	20	-
35	TMA Solutions	Manager	220	220	-
36	Shopee	Senior HR Communications	-	-	-

STT	Organization Name	Position of the Opinion Provider	Number of students currently working at the Organization	The number of students working in accordance with the University's training majors	Starting salary of the Organization for students of the University (Member: million VND)
37	IConnex Agency	An Employer Branding Lead HCM	38	38	12-15
38	Viettel Ho Chi Minh City	Human Resources Officer	4	4	-
TOTAL			>1578	>1167	

Note: "-" symbol: does not provide information

2. Requirements and comments for students of the University

Based on the output standards of the training programs at the University, the Department of PC-Training has adjusted and designed the survey form to collect students' opinions based on 11 main criteria: (1) the requirements of the students and (2) the level of response of the students to these requirements. The evaluation results were analyzed from the opinions of 38 representatives from organizations and investors.

Table 2. Requirements and assessments of students

No.	Requirements of Consumers				Criteria	Comments on the school's students			
	It doesn't matter	Less important	Important	Very important		Weak	Medium	Fair	Good
1.	-	2.6	36.8	60.5	Knowledge Basics	-	-	21.1	78.9
2.	-	-	36.8	63.2	Industry Knowledge	-	-	36.8	63.2
3.	-	2.6	39.5	57.9	Skills in collecting, analyzing, and processing information	-	-	57.9	42.1
4.	-	-	28.9	71.1	Ability to self-learn and think critically	-	-	55.3	44.7
5.	-	10.5	23.7	65.8	Ability to design, implement and evaluate solutions	-	5.3	57.9	36.8
6.	-	-	42.1	57.9	Communication, teamwork and interpersonal skills	-	-	65.8	34.2
7.	2.6	21.1	39.5	36.8	Practical experience	-	31.6	50.0	18.4
8.	-	5.3	50	44.7	Ability to use foreign languages	-	15.8	60.5	23.7
9.	5.3	34.2	42.1	18.4	Leadership management skills and	2.6	39.5	44.7	13.2

No.	Requirements of Consumers				Criteria	Comments on the school's students			
	It doesn't matter	Less important	Important	Very important		Weak	Medium	Fair	Good
10.	-	-	18.4	81.6	Responsibility and professional ethics	-	-	26.3	73.7
11.	-	5.3	55.3	39.5	Mental and physical health	-	2.6	47.4	50.0

In the 11 criteria surveyed, most of the students assessed the importance of students' skills (including important and very important) at a high level, over 94%, especially there were 04 criteria that were absolutely required (100%) including: *Industry knowledge; Ability to self-study and think critically; Communication, teamwork and interpersonal interaction skills; Responsibility and professional ethics*. Particularly, the criteria of *Leadership, Management Skills and Practical Experience* were considered less important by EMPLOYER, the rates were 60.5% and 76.3%, respectively.

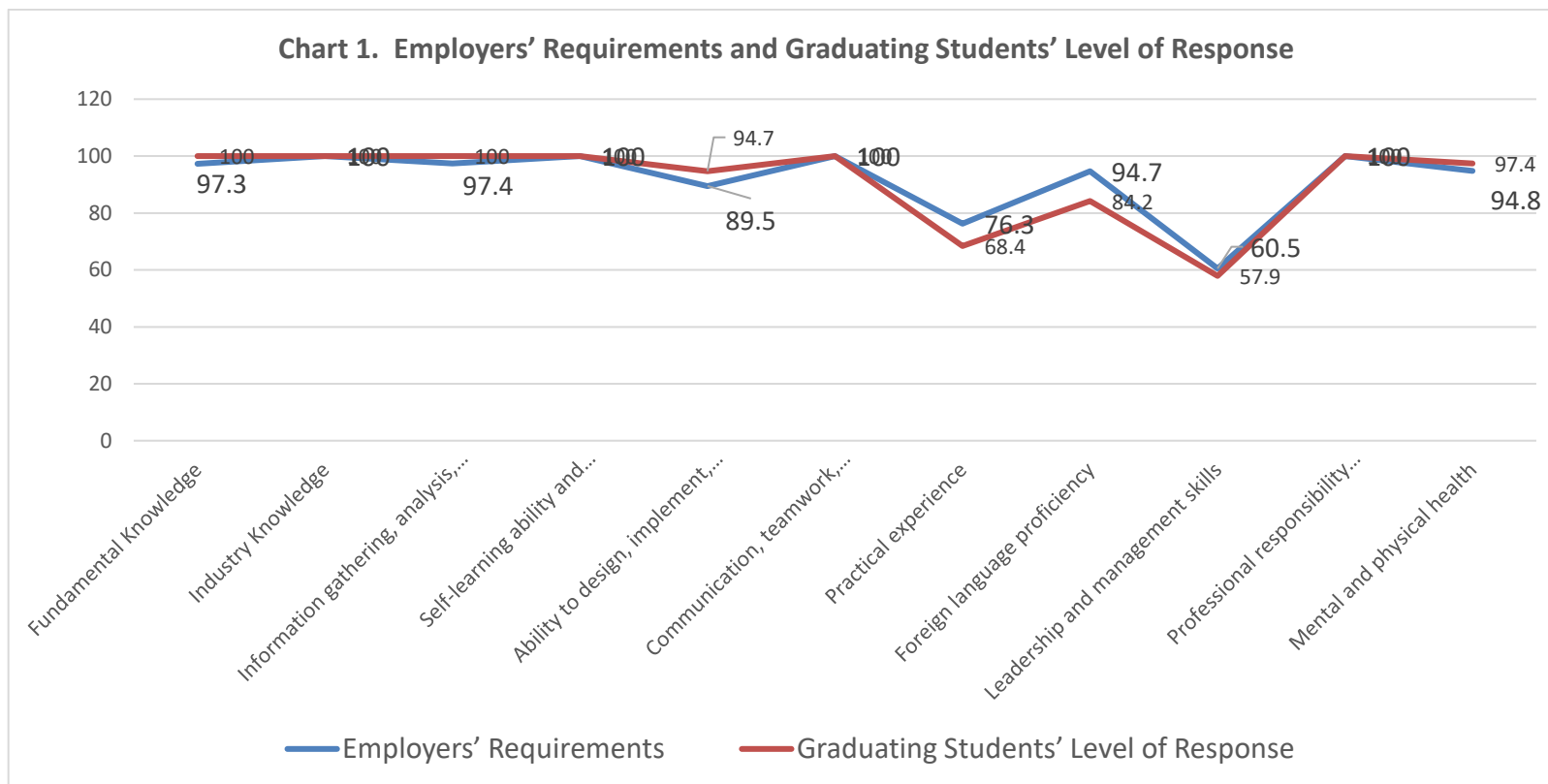
Compared with the results of the EMPLOYER survey in the last 3 years, there is almost no change in the assessment of the importance of the criteria. For example, the factor of "*practical experience*" is considered less important in the recruitment of businesses (in 2025: 76.3%; in 2024: 55.1%, in 2023: 53.5%; in 2021: 56.82%).

In 2025, the evaluation criteria will be adjusted and supplemented to closely reflect the actual requirements of the labor market, and at the same time help the University assess the level of responsiveness of students according to the current training program output standards, thereby making more appropriate adjustments to the training program. Accordingly, the basic elements of industry knowledge and skills needed at work such as *Self-learning and critical thinking; Communication, teamwork and interpersonal interaction skills* are highly required by employers; criteria for *Responsibility and professional ethics; Mental and physical health* is also highly appreciated by students in terms of importance, and also positively commented on students of the University. Particularly,

the criteria of *Leadership and Management Skills* are considered less important (importance: 60.5%).

The difference between the requirements of the EMPLOYER and the level of response of the student body tends to narrow quite clearly in 2025 (0.7%) compared to previous years (2024: 4.1%, 2023: 10.4%). This is a good signal for the quality of training of the University.

Most of the criteria, students meet the requirements of the students well, some of the criteria meet the expectations of the students: *Basic knowledge, Industry knowledge, Skills in collecting, analyzing, processing information, Ability to design, realize and evaluate solutions*. Particularly, the criterion of "foreign language proficiency" is still low compared to the expectations of EMPLOYER, 84.2% compared to 94.7%, (in 2024: 69.4% compared to the expectation of 79.6%; in 2023: 88.4%/97.7%; in 2022: 65.15%/88.9%). However, in terms of the response rate (quite good and good) of students, there has been a lot of improvement, reaching 84.2%, higher than in 2024 (69.4%).

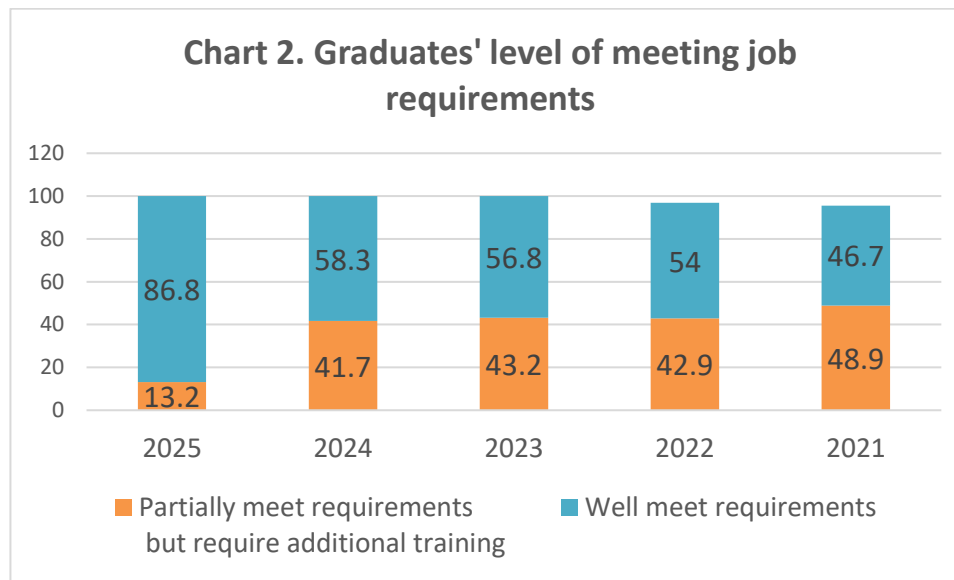


3. Overall assessment of students of the University

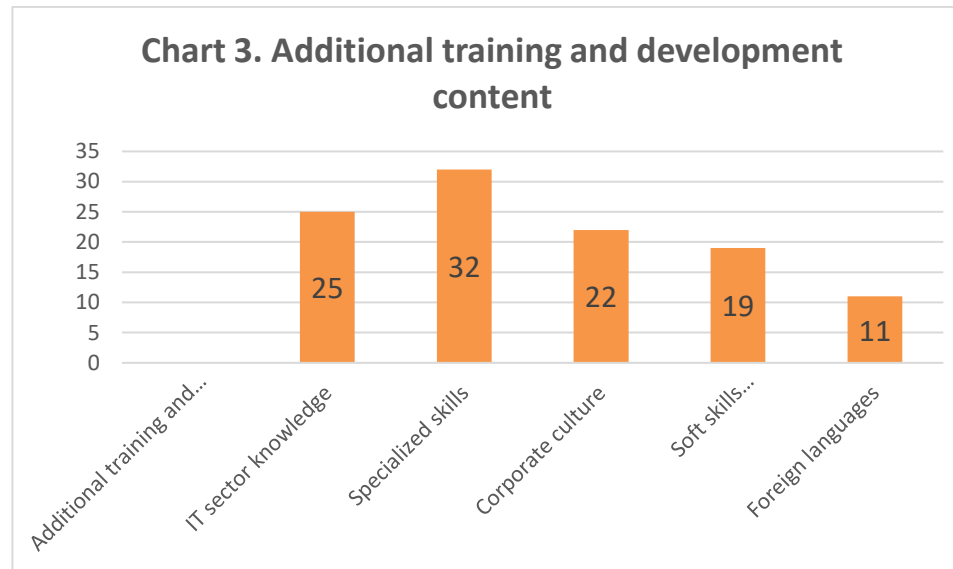
Figure 2 shows that 86.8% (33 EMPLOYER) rated the University's students *as meeting the* job requirements well, 13.3% (5 EMPLOYER) said that the *students have basically met the requirements*, but need to take more refresher courses.

Compared to previous surveys, the percentage of students *who responded well* in 2025 increased sharply (in 2024: 41.7%, in 2023: 43.2%, in 2022: 42.9%, in 2021: 48.9%). Thereby, it shows that the quality of Vietnamese students has improved a lot, meeting the requirements of the labor market better and better. Faculties should maintain, and strengthen exchanges and cooperation with businesses to collect information on student capacity requirements in order to improve and improve the quality of training, help

students equip themselves with adequate knowledge and skills, and better meet the requirements of students.



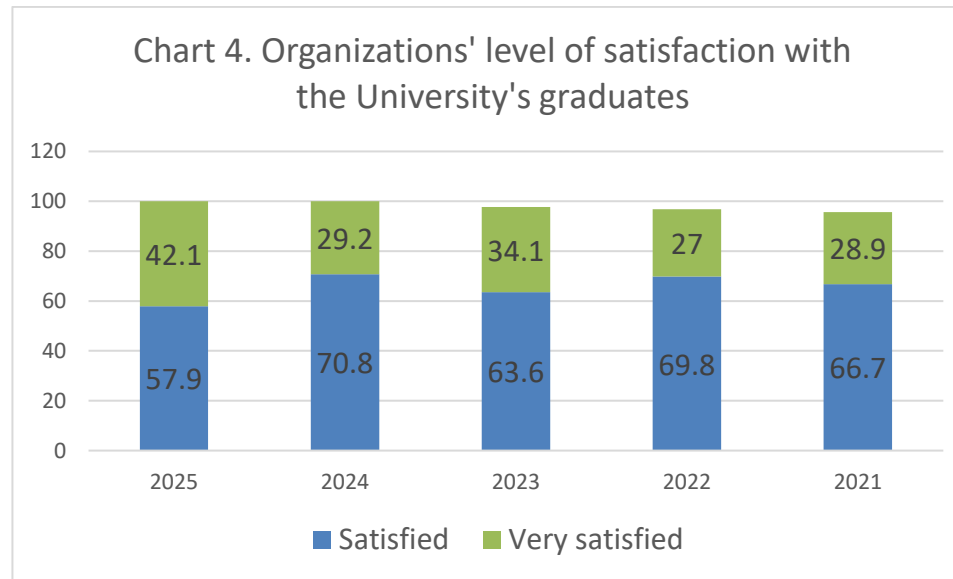
The survey team also collected opinions on the contents that EMPLOYER has organized training for the University's students, most of the additional training and refresher courses focus on *Professional/professional skills, professional knowledge in the field of IT, office culture, soft skills and foreign languages, etc*



4. Organisational satisfaction with our students

Similar to previous years, the assessment of the level of satisfaction of students of the University usually focuses on two levels of "Satisfied" and "Very Satisfied" (collectively referred to as Satisfied). Figure 4 shows that the "Very Satisfied" rate in 2025 will increase compared to previous years.

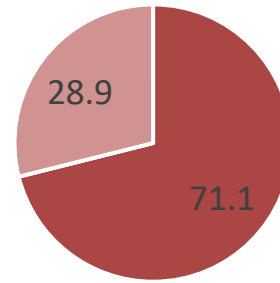
Below is the satisfaction level of consumers through the results of the surveys:



5. Recruitment priority for students of the University

The survey team also explored the priority of EMPLOYERS in recruiting workers when comparing the University's students with the students of a number of universities with information technology training such as VNU-HCM University of Science and Technology, VNU-HCMC University of Natural Sciences, Ho Chi Minh City University of Technology and Education. Ho Chi Minh City,... The results showed that most of the students prioritized the recruitment of students of the University of Science and Technology, with a rate of 71.1% for priority level 1 and 28.9% for priority level 2.

Chart 5. Employers' level of priority when recruiting the University's graduates



■ Priority 1 ■ Priority 2

In addition, the survey team also collected opinions from businesses in activities accompanying the University. The results show that the university can support and cooperate with the University in activities according to the following readiness levels: *labor recruitment (36/38 comments), acceptance of internships/internships (31/38 comments), cooperation in training, participation in the development of training programs, cooperation in research and technology transfer (18/38 comments), in addition, enterprises can support and cooperate in lecturer exchange activities, exchange and share experiences, award scholarships.* Therefore, faculties and departments/departments consider to develop specific strategies and activity plans, in accordance with the development orientation of the University and the needs of the university so that cooperation activities bring practical results.

6. The Organization's comments on the University's students and the current career trends in the IT field

STT	Institution Name	Position of the Opinion Provider	Strengths of GRADUATES	Weaknesses of students	General comments on the change in the quality of health care in the last 5 years	Career trends in the field of computers and IT today	Desire for the school to improve
1.	Bicarus	Fouder – CTO	Good self-study	Lack of initiative	No Comments	Blockchain	Create more conditions for students to practice more.
2.	WATA TECH	Delivery Director	Currently there is no record	Currently there is no record	Have a better mindset	Artificial Intelligence (AI/ML) and Prompt Engineering	Improve business analysis skills, soft skills in communication.

3.	VNG Group	Talent Acquisition Lead	Good background knowledge, hard work to learn and learn a lot	English, sometimes not flexible		<p>Currently, organizations evaluating IT career trends focus on: Cloud & DevOps (AWS, GCP, Azure, Kubernetes). Cybersecurity, Security Engineer. AI/Data (AI Engineer, Data Scientist, Machine Learning). Full-stack & Mobile Development. Digital Transformation (Product Manager, UX/UI). New technologies (Blockchain, IoT, AR/VR). The most prominent are still 4 pillars: AI</p>	<p>IT foundation skills: OOP, data structures & algorithms, databases, operating systems, computer networks. Hands-on skills & new technologies: cloud, security, AI/data, mobile/web frameworks. Soft & foreign language skills: critical thinking, teamwork, specialized English communication. Business linkages: increase internships, practical projects, hackathons for students to "collide" more. In short: it is necessary to have</p>
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						– Data – Cloud – Security.	a strong foundation – good at application – strong soft skills – business cohesion.
4.	Wolffun Co., Ltd.	HR Specialist	Good logical thinking.	Somewhat shy about participating in general company activities		No Comments	No Comments
5.	TopCV Vietnam	quyendnp@topcv.vn	Good industry knowledge		Promoting English, students are more confident when communicating	Focus on dev-oriented thinking, as well as ethics when using AI	

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6.	ELCA Vietnam	Lead Specialist, HR	Basic knowledge, good technical expertise	Communication needs to improve	Quality is getting better and better	Developing according to Data and AI trends	In terms of foreign languages, in addition to degrees, it is necessary to have an environment to cultivate communication so that students can be confident when working with foreign partners.

7.	TVT GROUP CO., LTD	CEO	<p>UIT graduates have a strong foundation of specialized knowledge in IT, especially in programming, networking, databases and security. They have the ability to quickly access new technologies, think logically well and adapt quickly to the business environment. In addition, progressive attitude, inquisitive</p>	<p>Some of you lack soft skills such as communication, presenting ideas, or coordinating teamwork on large projects. In addition, practical skills in managing work and handling arising situations are not really flexible, sometimes depending on the guidance of superiors.</p>	<p>In the last 5 years, the quality of UIT's health care has generally improved significantly. They are becoming more and more proficient in new technologies (Cloud, AI, DevOps, Data), better prepared in practical working skills and faster access to IT management models and processes in enterprises. However, the level of uniformity among students is still not high – some of you stand out, but there are also students who need a long time to catch up.</p>	<p>Career trends in the IT field today focus strongly on: - Digital Transformation & Cloud Computing (AWS, Azure, GCP).- AI/ML & Data Science – the need for big data analysis, artificial intelligence application in enterprises.- Cyber Security & Information Security – increasingly important when businesses depend on online systems.- DevOps & Automation – help optimize operations, shorten deployment time.- Develop</p>	<p>- Strengthen practical subjects and projects associated with real case studies from businesses.- Promote soft skills training: communication, presentation, teamwork, project management.- Supplement up-to-date knowledge of new technologies (AI, Big Data, Blockchain, Cloud, DevOps).- Create more opportunities for students to participate in long-term internships, enterprise projects while still in school.- Improve specialized foreign language skills, helping</p>
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			spirit and dynamism are also outstanding strengths.			cross-platform applications (Web/Mobile/Io T).	students to integrate internationally.
8.	DVA HOLDINGS GROUP JOINT STOCK COMPANY	IT Department School	Have relatively basic knowledge, thereby creating conditions for the acquisition of professional knowledge well	Expertise and skills are often not deep	You update new knowledge, keep up with changes in the market, but only on the surface, not deep and sensitive enough	AI, Chip, ERP, CRM...	You should train common work management skillsets such as Scrum, Agile, and thinking such as Design Thinking, etc. to support better work

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9.	ORIS Solutions Joint Stock Company	CEO	<p>- Grasp technology quickly, have a good knowledge base.- Spirit of learning, positive attitude.- Good teamwork skills, hard work to adapt to the real working environment .</p>	<p>Students need to strengthen their soft skills, especially professional communication, critical thinking, and time management. In addition, English communication skills in an international environment should also be more focused to support future work.</p>	<p>Sun Studio has had the opportunity to receive many interns and applications from the University of Information Technology – VNU Ho Chi Minh City. We have noticed that the quality of students is increasingly improved: more solid background knowledge, active learning spirit, quick adaptability and good team cooperation. This is a strength that helps them easily integrate and develop in the technology business environment.</p>	<p>Positions related to artificial intelligence (AI, machine learning, big data), cloud computing, information security, mobile/web application development, UX/UI, and digital game and entertainment development are all in high demand.</p>	

10.	SUN JOINT STOCK COMPANY. STUDIO	Human Resources Officer	<p>UIT Ho Chi Minh City alumni Ho Chi Minh City is highly appreciated for its solid IT expertise (logic, creativity, AI, cybersecurity), employment rate of 90-95% in 6 months, working at FPT, VNG, Intel, Viettel.</p> <p>Strengths: quick adaptation, international network.</p> <p>Constraints: soft skills need improvement</p>	<p>The main weakness of UIT Ho Chi Minh City alumni. Ho Chi Minh City at organizations: Limited soft skills (customer communication, large group project management), little initial internship experience, need to update new technologies quickly to be highly competitive in the IT industry.</p>	<p>In the last 5 years (2020-2025), the quality of graduates of UIT Ho Chi Minh City tends to improve markedly, thanks to higher competitive inputs (benchmark scores increased from ~25 points in 2020 to 25.55-28.3 in 2024), modernized training programs (AI integration, cybersecurity, international links with Nottingham, BCU), and a stable employment rate of 90-97% in the 12 months after graduation. Alumni are increasingly adapting well to the high-tech environment, but still need to add soft skills and update</p>	<p>IT Career Trends 2025: AI & ML, Big Data, Cybersecurity, Cloud Computing, IoT & Blockchain, DevOps. Shortage of 500,000 employees/year, starting salary of 15-30 million VND/month, growth of 15-20%.</p>	<p>The organization hopes that UIT will improve: Increase practical internships from year 2; update the curriculum with AI/Cloud/Cybersecurity; developing soft skills and English; expanding international links; Startup support via incubator.</p>
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STT	Institution Name	Position of the Opinion Provider	Strengths of GRADUATES	Weaknesses of students	General comments on the change in the quality of health care in the last 5 years	Career trends in the field of computers and IT today	Desire for the school to improve
			t. Overall: quality human resources for Vietnam's technology industry.		new trends to compete globally.		
11.	TẬP ĐOÀN CT GROUP	PP GENERAL DIRECTOR - CUM HEAD OF THE UNIVERSITY DEPARTMENT	Understand the basic knowledge, be able to train in-depth knowledge associated with the field of operation of the business	Office and communication skills need to be improved and show flexibility and better adaptation to the environment	Very well, CT Group wishes to cooperate in intensively exploiting human resources at the university for positions related to the field of Information Technology		

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12.	CT Group Joint Stock Company Branch of Business Management Software Joint Stock Company in Ho Chi Minh City	E2B Representative	Specialized knowledge	Communication			
13.	Branch of Business Management Software Joint Stock Company in Ho Chi Minh City	TPHR					

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14.	FPT HCM Software	Head of Southern Recruitment and Learning Partnerships	UIT students have good background knowledge, good professional related skills, easy to train and adapt to the job. In addition, soft skills are also good and have a cohesion that is suitable for the company culture.	No significant weaknesses	The quality of training is uniform over the years, the soft skills of the students are good.	Although the IT sector is thriving and has a lot of application of AI, the core is still the human foundation, so it still focuses on developing and training strong human resources.	

15.	ECOM INVESTMENT CONSULTING CO., LTD	In charge of HCNS	<p>UIT students have a solid knowledge base, logical thinking and good self-study ability, easily adapting to the real working environment . They absorb quickly, are suitable for in-depth training and integrate well with the corporate culture, are potential human resources for the company to invest and develop in</p>	<p>They generally lack practical experience in the early stages, soft skills such as communication, large teamwork or project management are not really outstanding. Office skills and critical thinking are limited, sometimes lacking flexibility, initiative, and pioneering in new technology fields</p>	<p>The quality of expertise has been consistent over the years. The ability to communicate and use foreign languages has improved markedly. Adapt well to tools that use A.I.</p>	<p>Understand and proficiently apply A.I. tools to increase work performance. Trending fields such as IOT, Blockchain</p>	<p>Organize more competitions with practical problems in parallel with academic competitions</p>
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STT	Institution Name	Position of the Opinion Provider	Strengths of GRADUATES	Weaknesses of students	General comments on the change in the quality of health care in the last 5 years	Career trends in the field of computers and IT today	Desire for the school to improve
			the long term.				

16.	DOTB Educational Technology Joint Stock Company	PRODUCT MANAGER	Basic knowledge and majors are good, there are IT clubs for students to participate in to improve their knowledge. Professional and progressive attitude	There will be students who need to improve more in their foreign language ability. Some cases require more communication and teamwork, but this number will not account for much.	The quality is increasingly improving, students in addition to specialized knowledge have been gradually improving their English ability as well as their soft skills	Artificial Intelligence & Machine Learning/Genera tive AI is becoming the main driver, widely applied in many industries. Cloud Computing & DevOps plays a key role in digital transformation, focusing on flexible infrastructure and automation. In addition, soft skills, adaptability, and continuous learning are increasingly important, helping IT personnel keep up with the rapid changes in technology.	Students can improve their foreign language skills more and also the ability to flexibly study on their own to respond to changes in the market
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17.	Netcompany Vietnam	Recruitment Specialist		Poor foreign language		Semiconductor ICs	Foreign languages and need more training in IC perseverance
18.	SVC Technologies Co., Ltd.	HR					

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19.	Renesas Electronics	Senior Recruitment Partner, APAC Region	Good background knowledge, dynamic, career-oriented, relatively good soft skills	English	The quality has increased significantly in recent years	The trend focuses on areas such as Artificial Intelligence (AI), Machine Learning, Data Science, Cybersecurity, and Cloud Computing. Trends at Endava such as: Modern Engineering Practices, Cloud-native Development, AI & Data Enablement, Human-centred Design, Trusted Partner Mindset	

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20.	Vietnam Internet Center - HCMC Branch	Talent Acquisition	Good professional knowledge, hard work, eager to learn	Communication skills need to be improved	Develop more than just soft skills: communication,..	IoT, Quantum Internet, Information Security	Develop more than just soft skills: communication,..
21.	LeapXpert Vietnam	Specialist	Good Foundation				
22.	SHIFT ASIA	Recruitment Staff	-	-	Currently, there are many students from UIT who are working at the 9x organization. They are still doing very well		

23.	Aureole Information Technology Co., Ltd. (Aureole IT)	Human Resources Officer	Hard work, actively learning new knowledge and technology	Foreign language and communication skills are still limited, at first quite introverted and timid	Interns in recent years are no longer limited in foreign language ability, but in general, their ability to explore and learn new technologies and knowledge, and the volume of actual projects and projects is not too impressive compared to some other IT training schools.	AI, Machine Learning; Cloud, DevOps, Data Engineering; Cybersecurity;	Strengthen practical training and practical projects; Develop soft skills and foreign languages; Encourage students to actively learn and adapt; In addition, the Law on Cyber Security, the Law on Personal Data Protection, regulations on information security, etc. all directly affect the work of IT engineers, so students should learn more about cybersecurity, technology-related laws, and security regulations.
24.	DXC VIETNAM	ASSOCIATE TALENT	The school's students have an	need to improve in foreign language	The quality of students' English has improved markedly	because AI is gradually invading people's	English quality

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		ACQUISITION MANAGER	inquisitive spirit, know how to actively explore and research deeply, have good programming knowledge, and are also quite good at English	proficiency, have international qualifications and communicate fluently	compared to 5 years ago	lives, the IT industry must change more quickly, students must be more proactive in thinking, not depend on AI and be controlled by AI	

STT	Institution Name	Position of the Opinion Provider	Strengths of GRADUATES	Weaknesses of students	General comments on the change in the quality of health care in the last 5 years	Career trends in the field of computers and IT today	Desire for the school to improve
25.	IMT Solutions	HR Officer	- Students of the University have quite good background knowledge, good thinking and logic	- Practical experience is still small	In the last 5 years, students have shown high applicability thanks to project/internship modules. The rate of meeting expectations after probation increased; Students actively receive feedback and adapt the process quickly.	AI industry groups	The organization hopes that the University will strengthen the connection between the training program and the actual needs of businesses, especially updating new skills that the market needs. In addition, it is recommended to expand internship and recruitment cooperation so that students have more opportunities to rub shoulders and develop professional capacity.

STT	Institution Name	Position of the Opinion Provider	Strengths of GRADUATES	Weaknesses of students	General comments on the change in the quality of health care in the last 5 years	Career trends in the field of computers and IT today	Desire for the school to improve
26.	Axon Active Vietnam Co., Ltd.	Education Manager	Good basic knowledge, teamwork, and overall contribution to the project.	It is necessary to engage in projects with new technical requirements.	Teamwork, foreign languages, and coding skills are enhanced	Trends in AI and Data Engineering applications.	Combining exchanges and sharing from businesses, allowing students to visit more companies according to their majors to understand more about their career requirements.
27.	NEO Training Center	CEO	Good ability to self-learn and solve professional problems	weak presentation ability	Good adaptability	GenAI - Agent AI	Soft skills for students

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28.	Công ty CMT-DRAGON CO., LTD	HR Department	High professional ability of students, effective task performance		Currently, the company is only training interns, not recruiting graduates	Currently, the IT sector is thriving in areas such as artificial intelligence, data science, cloud computing, and cybersecurity. Businesses are increasingly prioritizing practical skills, analytical thinking, the ability to learn quickly and work flexibly	

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29.	Casso Co., Ltd.	COO	Good background knowledge, enthusiasm, carefulness, hard work, good problem-solving thinking	Specifically, the level of engagement is not high, it is easy to change jobs	Better attitude and competence and more professional	Combining AI proficiency at work for high efficiency	There is no proposal yet, because when you enter the company, you will also retrain a lot

STT	Institution Name	Position of the Opinion Provider	Strengths of GRADUATES	Weaknesses of students	General comments on the change in the quality of health care in the last 5 years	Career trends in the field of computers and IT today	Desire for the school to improve
30.	NUS Technology	Recruitment Manager	Graduates of the University have a solid foundation of specialized knowledge, good logical thinking and quick access to new technologies . They have the spirit of self-study, hardship, initiative in work and good teamwork ability.	None	In the last 5 years, the quality of graduates of the University has improved a lot, especially in terms of professional skills, the ability to grasp new technologies and English proficiency.	Current career trends focus on fields such as Artificial Intelligence, Data Science, Cloud Computing	

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31.	FUJINET SYSTEMS Joint Stock Company	Head of Recruitment and Training	Good background knowledge, good self-study and research ability.	Time management, foreign languages,..			
32.	Spiraledge Vietnam Company	HR - PR Associate	No comments yet	No comments yet	No comments yet	The demand for human resources to develop AI models, neural networks, and machine learning applications has increased sharply	No comments yet
33.	TMA Solutions	Manager	Good background knowledge	Knowledge and skills in multidisciplinary and multi-dimensional analysis		AI and solutions	

STT	Institution Name	Position of the Opinion Provider	Strengths of GRADUATES	Weaknesses of students	General comments on the change in the quality of health care in the last 5 years	Career trends in the field of computers and IT today	Desire for the school to improve
34.	Shopee	Senior HR Communications	Logical thinking	Communications skills			Give students the opportunity to interact with businesses more often so that they understand the needs of businesses

35.	IConnex Agency	An Employer Branding Lead HCM	<p>UIT graduates have a good technical background, especially in the areas of programming, systems, computer networking, and problem-solving thinking. They have the ability to access new technology quickly, be proactive in learning and adapt well to the professional working environment, especially the Agile/Scrum model that</p>	<p>Besides the advantages, some students still have limited communication skills, especially in expressing ideas in English in an international environment. In addition, the ability to think (product mindset) and practical knowledge of the comprehensive software development process from design – deployment – operation (DevOps, Cloud, CI/CD) are still uneven. This makes it take some of you more time to adapt when</p>	<p>In the last 5 years, NAB has noticed that the quality of UIT students has improved significantly. They are more active, actively participate in research projects, hackathons, or cooperation programs with businesses. The new generation of students tends to study more multidisciplinary studies, interested in modern technologies such as Cloud Computing, AI, Data Engineering, and Cyber Security. Self-learning, self-direction, and confidence in a global environment have improved significantly compared to before.</p>	<p>The current career trend is shifting strongly to Cloud Computing, AI and Data Analytics, DevOps, and Cyber Security. In particular, Cloud Engineering and Data-Driven Development are two fast-growing fields that play an important role in the digital transformation journey of global businesses. In addition, the positions of Full-stack Developer, SRE (Site Reliability Engineer) and Machine Learning Engineer are also in high demand</p>	<p>NAB Vietnam hopes that the University will continue: Strengthen the connection between the training program and the reality of the business, through semester projects or seminars with technology partners. Adding in-depth practical content on Cloud, Containerization (Docker/Kubernetes), CI/CD, and DevOps to make students more ready to enter the real working environment. Promote soft skills training and specialized English, helping students be more confident in</p>
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STT	Institution Name	Position of the Opinion Provider	Strengths of GRADUATES	Weaknesses of students	General comments on the change in the quality of health care in the last 5 years	Career trends in the field of computers and IT today	Desire for the school to improve
			<p>NAB is applying. Teamwork and a progressive attitude and willingness to accept challenges are also outstanding strengths that NAB always appreciates in UIT students.</p>	<p>participating in practical projects at NAB.</p>		<p>thanks to the ability to combine multi-layer engineering and optimize intelligent systems.</p>	<p>international communication and technical presentations. Create more opportunities for students to access career-oriented internship programs such as NAB Star Camp and WeCamp, thereby shortening the gap between training and the actual recruitment needs of businesses.</p>

STT	Institution Name	Position of the Opinion Provider	Strengths of GRADUATES	Weaknesses of students	General comments on the change in the quality of health care in the last 5 years	Career trends in the field of computers and IT today	Desire for the school to improve
36.	Viettel Ho Chi Minh City	Human Resources Officer	Good background knowledge	insignificant	Good background knowledge should be convenient in understanding the company's IT solution products, finding and analyzing the outstanding characteristics of the product in accordance with the needs of customers.	Computer Science, Artificial Intelligence, Cybersecurity	In addition to the knowledge learned at school, students need to have a lot of practical experience, rubbing shoulders with businesses

7. COMMENTS & SUGGESTIONS

❖ Advantages/Advantages:

Most of the farmers participating in the survey are active, good-willed enterprises that have a good relationship with the University in teaching and scientific research activities. Some of the students are also alumni of the University.

The comments of businesses are an important channel to help the University/Faculty improve quality, the basis for adjusting the training program, strengthening training activities, supporting students to improve their skills in order to fully equip students with knowledge and skills so that they are ready to participate in the labor market.

The capacity of students is enhanced through earlier access and participation in the domestic and international labor market, thereby forming a sense of globalization of bachelors/engineers, meeting international accreditation standards and aiming to achieve the vision, the mission of the University.

❖ **Difficulties/limitations**

Most of the students have cooperative relationships with many faculties, so the number of students participating in the survey is easy to overlap and limited.

Some faculties have not been proactive and active in expanding cooperation, creating cohesive relationships with businesses in survey activities, so the collection of opinions of taxpayers is still limited in number.

❖ **Recommendations**

The University needs to have a mechanism to promote and coordinate between Faculties/Departments/Universities in cooperation activities with businesses (clear cooperation strategy, setting key goals, identifying activities to be implemented (participating in the construction and development of training programs, scientific research cooperation, teaching, etc accepting internships/internships, providing scholarships, recruiting workers),...) to limit some faculties that do not have or have very few employees participating in the survey (Faculty of Science and Technology, Faculty of Information and Communications, Faculty of Economics and Environment); some students are also partners of many faculties,...

The school considers having a solution to enhance English and soft skills for students according to some comments of students about the weaknesses of students and hopes that the school will improve.

Faculties/Departments consider the comments of students on the current career trends in the field of computers and IT to review and update the training program to be suitable for the labor market.

**Head of Legal Affairs – Quality Assurance Office
Leader of the Working Group**

(signed)

Trinh Thi My Hien

APPENDIX

2025 EMPLOYER SURVEY FORM



**VIETNAM NATIONAL UNIVERSITY HO CHI MINH CITY HCMC
UNIVERSITY OF INFORMATION TECHNOLOGY**

**SURVEY FORM
EMPLOYER SATISFACTION**

The University of Information Technology – Vietnam National University Ho Chi Minh City would like to sincerely thank your company/business/school for your cooperation in the past time.

The University of Information Technology is conducting a survey on the satisfaction of employers with its graduates. The Organization's input is very valuable in working with the University to improve the curriculum and training quality to meet the increasing requirements of society. The school ensures that the information related to your company/business/school in this survey is completely confidential.

(For the convenience of questions and answers, the school will use the same phrase "Organization" for all types of agencies: company/business/school/...)

ORGANIZATION INFORMATION

Organization Name:

Full name of the person giving the survey opinion:.....

Position:

Phone Number:.....Email:.....

Organizational Size:

Areas of activity of the organization:

The number of graduates of the University currently working at the Organization:

In which, the number of students working in accordance with the professions trained by the University:

REQUIREMENTS AND COMMENTS FOR SCHOOL STUDENTS

(Circle to appropriate level)

Institutional Requirements				Criteria	Comments on the school's students			
It doesn't matter	Less important	Important	Very important		Weak	Medium	Fair	Good
1	2	3	4	Knowledge Basics	1	2	3	4
1	2	3	4	Industry Knowledge	1	2	3	4
1	2	3	4	Skills in collecting, analyzing, and processing information	1	2	3	4
1	2	3	4	Ability to self-learn and think critically	1	2	3	4
1	2	3	4	Ability to design, implement and evaluate solutions	1	2	3	4
1	2	3	4	Communication, teamwork and interpersonal skills	1	2	3	4
1	2	3	4	Practical experience	1	2	3	4
1	2	3	4	Ability to use foreign languages	1	2	3	4
1	2	3	4	Leadership and management skills	1	2	3	4
1	2	3	4	Responsibility and professional ethics	1	2	3	4
1	2	3	4	Mental and physical health	1	2	3	4

What is the level of meeting the job requirements of students?

Very responsive

Responsive well

- Basically meet but have to learn more refresher courses
- Unable to meet. Due to:.....

What of the following contents has the organization provided additional training and fostering for the University's students?

- Knowledge of the IT field
- Workplace style and culture
- Foreign Languages
- Professional/professional skills
- Soft skills. Specifically:.....
- Other:.....

How satisfied is the Organization's students with the University's students?

- Dissatisfied
- Less satisfied
- Very
- satisfied

The starting salary of the Organization for students of the University is currentlymillion VND/month.

The organization said that the priority of recruiting students of the University compared to students from other schools in the field of IT:

- Priority No. 1
- Priority No. 2
- Priority No. 3
- Priority No. 4

Which of the following activities is interested in and can be cooperated with the University?

- Labor Recruitment
- Accepting interns/internships
- Training Cooperation
- Research and transfer cooperation
- Technology
- Participate in the development of training programs
- Lecturer Exchange
- Exchange and share experiences
- Scholarship Award
- Other Activities:.....

General comments about the students currently working at the Organization:

+ Strengths:

.....

+ Weaknesses:

.....
+ Changes in the quality of health care in the last 5 years
.....

In your opinion, what are the current career trends in the field of computers and IT?
.....

What does the organization want the University to improve to improve the quality of training and meet the requirements of the labor market?
.....
.....

Thank you very much for your valuable cooperation!

Ho Chi Minh City, July 3, 2025

Head of Legal Affairs – Quality Assurance Office

(signed)

Trinh Thi My Hien