



# Building a Future-Ready Talent Pipeline

Mdm. Chu Thi Thanh Ha  
Chairwoman of FPT Software, FPT Corporation





# World Changed: Speed and Speed

Quality  
Scale  
Complexity



## 3X

**DX** - Digital Transformation

**GX** - Green Transformation

**IX** - Intelligence Transformation



## Geopolitical Risk Management

Vietnam as a destination for  
technology and investment

**1 million+ IT workers**

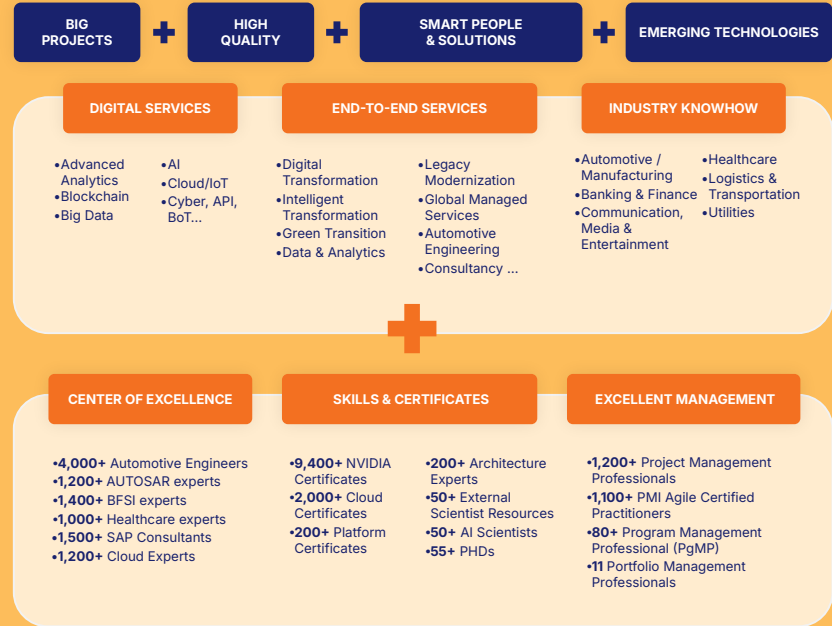
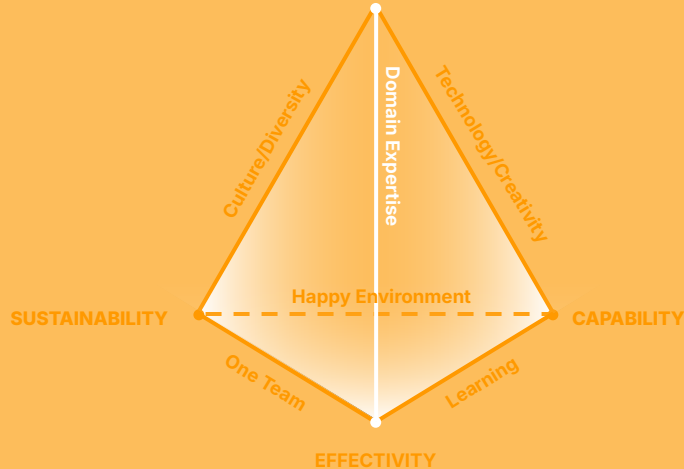
**500,000+ software engineers**

**520 IT universities & colleagues**

**57,000+ IT graduates annually**

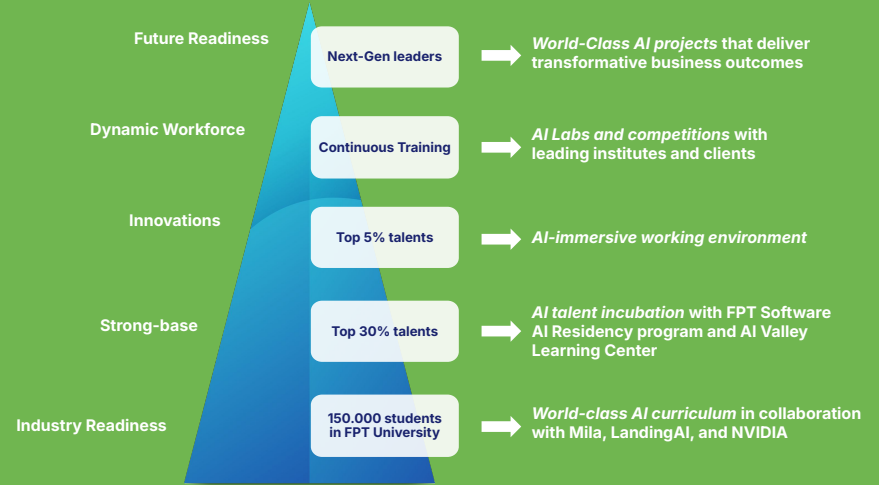
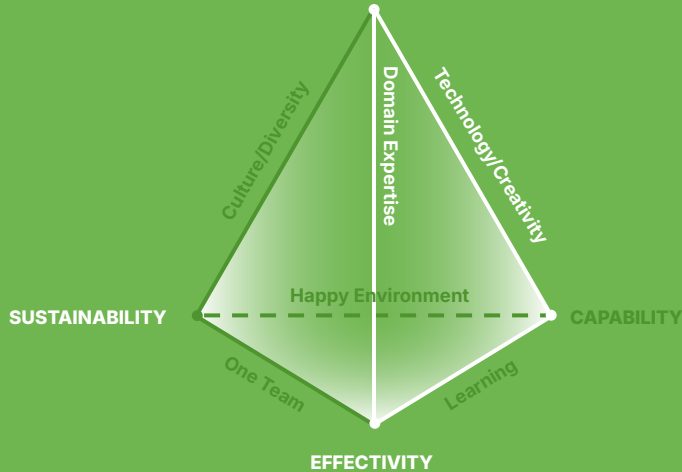


# Accumulated Experiences: Value Move-Up





# Technology Adoption: AI everywhere





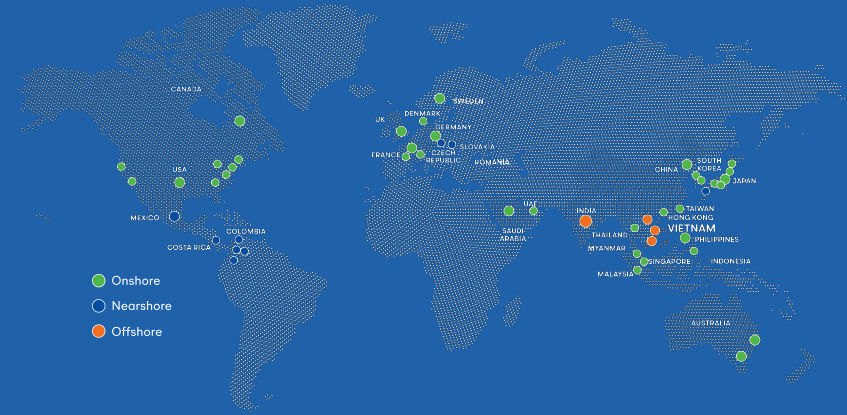
# Accompany Clients with Global Network



33,000+  
employees

9,000+  
new employees  
(each year)

4,000+  
annual onsite  
(2,000+ available onsite  
pool at any time)



## ANNUAL LANGUAGE TRAINING PROGRAM

100%  
employees  
English  
language

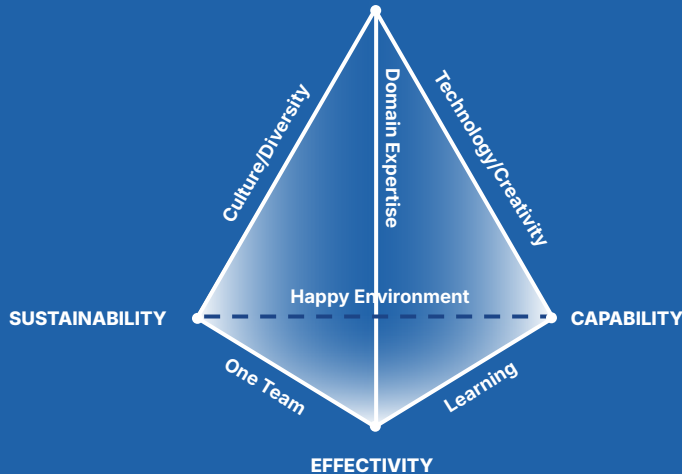
8,000+  
employees  
Japanese  
language

1,000+  
employees  
Korean  
language

3,000+  
employees  
Other  
languages



# People-First: FSOFT People Pyramid



**ONE TEAM**  
300+ projects delivered in multiple sites (2024)



**LEARNING**  
3+ million learning hours annually



**HAPPY ENVIRONMENT**  
87% employees affirmed that FPT fosters a happy work environment  
110,000+ rewards via MyFPT  
3.6 million Happy Run km (2023)  
Create a happy environment not only for employees but also their loved ones



**TECHNOLOGY/CREATIVITY**  
3,000 new ideas each year  
30% annual productivity growth

**DOMAIN EXPERTISE**  
97,000+ total certificates

**CULTURE/DIVERSITY**  
85% FSofters are fluent in another language  
31% employees and 34% managers are female



Attrition rate: 9.7% (lowest in market)



**WE ARE READY  
FOR YOU NOW!**

