

## EOR - OPTIMAL IT OUTSOURCING

An **Employer of Record (EOR)** partners with your business to help you hire, manage, and pay employees in another country. All the employees are still working under your business but you don't have to worry about compliance or obligations.

EOR allows you to legally and efficiently establish an overseas workforce, without having to set up a local entity or risk violating local employment laws.

You can recruit local talent with excellent IT skills and sufficient English proficiency while utilizing low labor costs and favorable economic conditions.

## WHY VIETNAM?

### Prospects of Vietnam's IT market

Trending IT sectors in Vietnam include:



Telecommunications



Smart Cities



Cybersecurity



Fintech



Software Outsourcing



E-Commerce



Artificial Intelligence



Edtech

**Information technology** is one of the five sectors that received the most FDI projects in Vietnam in 2021. The IT industry is supported by the government with **tax and labor incentives**, further propelling its growth.

(source: Kearney's Global Services Location Index (GSLI) 2021)

### Top 5 sectors with most FDI projects in Vietnam, 2021

Sectors	Number of projects	Total registered capital (USD million)
Manufacturing	551	22,500
Wholesale & Retail Trade	507	1,426
Professional, Scientific, & Technical Services	307	1,089
Information Technology & Communication	168	412.92
Real estate	63	3,600

(source: General Statistics Office in Vietnam)

## Global Rankings Of Vietnam Developers

**#10** Country with Best Developers Worldwide  
(2022 Pentagon's SkillValue ranking)

**#2** Country with Best Programmers in SEA  
(2018 HarberRank source)

**#2** Country with Best Freelancers Worldwide  
(2022 Pentagon's SkillValue ranking)

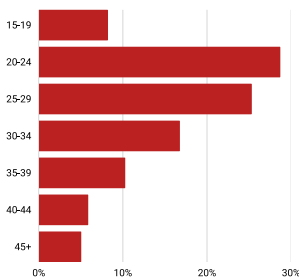
**#2** Software Outsourcing Destination Worldwide  
(2022 Accelerance's Global Software Outsourcing Trends and Rates Guide)

## Demographics

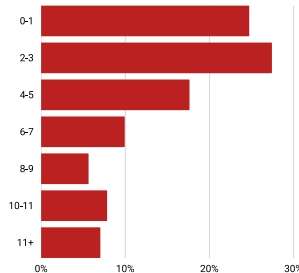
- Vietnam's Information and Communication Technology (ICT) workforce reached over 1 million in 2020, including over 400,000 software developers.
- The number of young IT developers (20-29 years old) in Vietnam forms a majority of 53.97%.
- Almost 1/3 of Vietnam's developers are seniors (5+ years of experience), and most hold a Bachelor's Degree.
- Additionally, most of Vietnam's IT developers have a good command of English: their average proficiency ranks 13th in Asia (EF English Proficiency Index).

(source: Vietnam IT Market Report - Tech Hana 2022)

Age of Vietnam's IT developers



Years of experience of Vietnam's IT developers



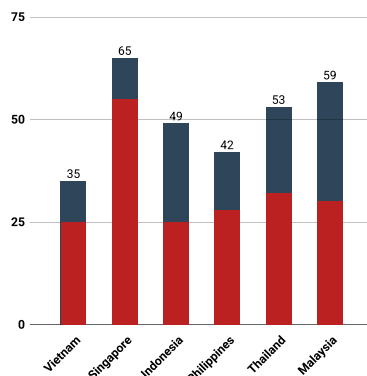
## Developer's salary in Vietnam and Southeast Asian Countries

Average salary of IT developers based on experience

Level	Years of experience	Salary (USD)
Fresher/Junior	Under 2	350-565
Mid-senior	2-4	535-1,190
Senior	4 and above	860-1,510
Management	5 and above	1,410-2,435
Director or higher	10 and above	2,300+

(source: Vietnam IT Market Report - Tech Hiring 2022 by TOPDev)

Average hourly rate of IT developers in SEA (USD)



(source: 2023 Vietnam IT Salary Guide by IT1)

## GEN Z - THE FUTURE OF WORKPLACE

**Generation Z (Gen Z)** refers to the generation born from 1997 to 2012. The oldest members of Gen Z are starting their post-education years, with new careers and, possibly, families.

Characteristics: **DIGITAL NATIVES, TECH-SAVVY, VALUE HUMAN CONNECTION**

Gen Z cares most about work-life balance and personal well-being; income and brand reputation is the least important.

### Managing a multi-generational workforce

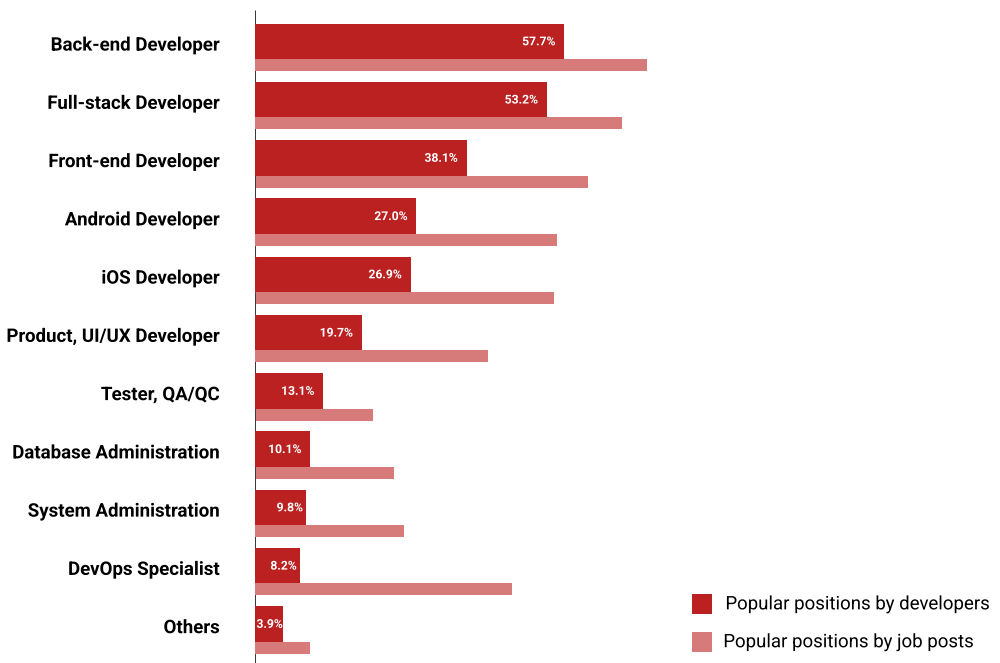
#### Challenge

- 1 Communication issues from different styles & tone
- 2 Negative stereotypes cause toxic culture & inequality
- 3 Varying expectations in compensation & recognition

#### Methods

- 1 Avoid harmful stereotypes through facts, data, and trust in people
- 2 Communicate openly to understand each other
- 3 Respect boundaries, acknowledge humanity, and humility

### Demand for IT Jobs & Tech Stack



(source: Vietnam IT Market Report, Tech Hiring 2022)

## VALUED CLIENTS



## KEY ACCREDITATIONS AND PARTNERS




### EARN UP TO \$2,000 WITH INCORP VIETNAM'S REFERRAL PROGRAM!

Become our Strategic Partner to enjoy Exclusive Cash Rewards by simply referring our services to friends, colleagues, or partners.

[vietnam@incorp.asia](mailto:vietnam@incorp.asia) 

## CONTACT US

 InCorp Indonesia & Vietnam

 [vietnam@incorp.asia](mailto:vietnam@incorp.asia)

 +84 28 353 50 019

 [www.incorp.vn](http://www.incorp.vn)

 The Galleria Office Building  
258 Nam Ky Khoi Nghia St., Vo Thi Sau  
Ward, District 3, HCMC, Vietnam, 72408



SEE OUR TESTIMONIALS