

Nomination: 8966

FPT Telecom - FPT Corporation

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company FPT Telecom ██████████ ██████████
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title FPT Telecom - FPT Corporation
Category A01 - A31 Employer of the Year > A28 - Employer of the Year - Telecommunications
Employer of the Year Submission Format Written Answers
a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required Founded in January 1997, FPT Telecom Joint Stock Company (FPT Telecom), a member of FPT Corporation, was one of the first private enterprises to pioneer internet services in Vietnam. Today, FPT Telecom has grown into one of Vietnam's top three telecommunications & technology providers, and the only domestic telecom brand ranked among Vietnam's Top 25 Public Companies by Forbes (2024). We are actively transitioning into a comprehensive Digital Service Provider, building a diverse ecosystem that includes broadband Internet (FPT Internet), digital television (FPT Play), smart home solutions (FPT Smart Home), Data Center, cybersecurity services (FPT Camera), digital content platforms, and international telecommunications services. We serve millions of households, organizations and businesses across 63 provinces in Vietnam. From 2019 to 2024, our net revenue grew from VND 10,398 billion to VND 17,610 billion, achieving a compound annual growth rate of 11%. This sustained performance demonstrates our long-term commitment to technological innovation, customer experience excellence, and talent development. Looking ahead, we are not only transforming into a leading Digital Service Provider but also setting new benchmarks for Vietnam's digital experience where technology enables innovation, people drive progress, and a strong corporate culture ensures sustainable success.

b. Outline the organization's employee-relations achievements since the beginning of 2023 that you wish to bring to the judges' attention (up to 250 words). Required

Our HR strategy centers around people empowerment, with a focus on building not just a great workplace, but a fulfilling one.

1. Young Talent Acquisition:

Beyond internal pipeline growth, we actively invest in future talent from universities. In 2024, we organized 170 university events, reaching 31,000 students with career guidance, skills, and job opportunities. Our flagship programs: NextGen Leaders and Tech Interns - received 4,000 applications annually and developed 1,103 young professionals with hands-on experience before graduation.

2. Learning & Development:

We pioneered "A.I for the Mass", Vietnam's first large-scale AI literacy program for all employees. In 2024, staff averaged 85 training hours (+9% vs. 2023), across 1,830 courses, with 137,959 enrollments and 9,248 hours delivered. Our AI-powered learning platforms are fully developed in-house: e-learning FoxSkill, AI Mentor, chatbot Chang AI, and AI Knowledge Explore.

3. Workplace culture:

With 27% Gen Z, we foster an open, democratic culture rooted in FPT's values. Our initiatives span engaging events: Happy Workplace events series, Zenerations forum for cross-generational, sport clubs, family days, and FPT for Community; tools: iNghe and Constructive Feedback & Reflection (CFR) dialogues promoting empathy and growth; and dynamic internal communications Foxnews – all reinforcing identity and belonging.

4. Total rewards:

From 2022-2024, our monthly personnel cost averaged VND 30.37 million - 3.8x the national average. 100% employees receive FPT Care health insurance and annual check-ups. To support long-term financial stability, we offer housing and car support (342 beneficiaries), childbirth and hardship allowances, and tuition support - helping employees build secure lives and sustainable futures.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words). Required

FPT Telecom stands out as a trailblazer by surpassing global HR benchmarks and setting new standards for Vietnam's digital workplace.

1. Workplace environment:

In Great Place to Work 2023 survey, we scored 89/100 overall, with standout metrics: Justice (93), Team Collaboration (93), Leadership (92), Hospitality (92), Pride (90), Fairness (90). Notably, 91% of employees said this is a great place to work, 92% wish to stay long-term, 94% feel proud to work here and 97% confirmed fair treatment regardless of gender or ethnicity.

2. Sustainability and DEI:

Women represent 37.7% of our workforce - above Vietnam's IT industry average of 35%. 28.8% of managers are women, exceeding the Southeast Asia average of 23%.

3. Internal development:

We are the first in Vietnam's tech sector to implement AI literacy and personalized learning at scale. With 137,959 total enrollments, 85 training hours/employee, and nearly 1,000 future leaders trained annually through internal talent programs, with a 10% promotion rate, our investment in people delivers clear, measurable impact.

4. Compensation & benefits:

In 2024, people-related costs totaled VND 3,764 billion. Average monthly income was VND 31.41 million, 4x the national average (VND 7.7 million), placing us in the industry's top 15%.

5. Reputation & recognition:

FPT Telecom was named Best Employer of Choice in Telecommunications and Top 2 among Large Enterprises (2023) by CareerViet. FPT Corporation was certified Great Place to Work and ranked in Vietnam's Top 10 Best Places to Work by Anphabe for five consecutive years.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Data cited are backed by audited and third-party sources:

1. Workplace experience:

Data from the Great Place to Work 2023 survey report.

2. DEI benchmarks:

As reported in Closing Tech's Gender Gap in Southeast Asia 2024 (BCG), 35% of Vietnam's IT workforce are women (Exhibit 1, Page 7), while the regional management average for women is 23% (Exhibit 9, Page 25).

3. Compensation data: based on FPT Telecom's 2024 Annual Report

- Selling Expenses: VND 2.22 trillion (Item 29, Page 40)

- Administrative Expenses: VND 1.54 trillion (Item 30, Page 41)

- Headcount: 9,986 (Page 4)

- Average monthly income = (Selling Expenses + Administrative Expense)/Headcount/12

These data confirm an average monthly income of VND 31.41 million (~USD 1,290) - four times the national average - VND 7.7 million (published in Socio-Economic Situation Report 2024 - Section III.1.d, Page 44), using the official FX rate 1 USD = VND 24,335 (by the State Bank of Vietnam, 31/12/2024).

4. List of reference links in order:

- Best Employer of Choice 2023 in Telecommunications (CareerViet)

- Top 2 Best Employer of Choice 2023 in Large Enterprises (CareerViet)

- Great Place to Work 2023

- Best Places to Work 2024 (Anphabe)

- Best Places to Work 2023 (Anphabe)

- Top 25 Most Valuable Brands 2024 (Forbes)

- Top Sustainable Business 2023 (VCCI)

- Top 5 Most Valuable Brands 2024 (Brand Finance)

- Internal Communication - Foxnews

5. List of attachments in order:

- Great Place to Work Survey 2023

- BCG's Closing Tech's Gender Gap report 2024

- FPT Telecom - FPT Corporate's Annual Report 2024

- FPT Telecom - FPT Corporate's Annual Report 2023

- Socio-Economic Situation Report 2024

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