



Passerelles
Numériques
A Gateway for Life

Passerelles Numériques Vietnam

SOCIAL IMPACT REPORT 2026

*Celebrating our 16 years of
empowering underserved youth for
brighter futures.*



VOICES OF LEADERSHIP

Dear our beloved friends!

We have spent 16 years for one program and we have developed it as much as we can to give the best support for the student lives' transformation.

This report is not only about our social impacts but also a thankful recognition for your accompany.

Thank you for joining and believing us!



TRANG VÕ
Country Director



Beneficiaries' achievements have always been at the heart of our journey. Every step forward, every newfound confidence, and every dream brought a little closer to reality inspires us to keep going. **As the world continues to change, we keep learning, adapting, and innovating our program** so that every underprivileged student at our center has the opportunity to succeed.

We hope to continue this journey together with our partners and donors, creating even more opportunities for young people to thrive.



PHƯƠNG ĐẶNG
Deputy Country Director

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The world of work is changing faster than at any point in recent history. For young people in developing economies, this shift presents both a challenge and an unprecedented opportunity: those equipped with the right digital skills stand to leapfrog traditional barriers to economic mobility.

It is within this context that Passerelles Numériques Vietnam (PNV) operates. Founded on the conviction that technology education can break the cycle of poverty, PNV targets underprivileged youth aged 18–23 from rural and mountainous communities in Central Vietnam, a population where more than half of young adults lack adequate education, primarily due to financial constraints.

PNV welcomed the first batch in 2010 with a 2-year program centered on a single major: System & Network Administration (SNA). After that, Software Development was introduced to the curriculum in 2011–2013 with the aim to broaden the program's scope. By 2016, as Vietnam's IT market continued to accelerate, PNV expanded further to a 3-year program and launched 3 specialized majors: Web Development, Software Development, and Software Testing. What began as a single classroom has since grown into a structured, market-aligned institution that has trained 13 batches over 16 years.

For the first time, this year's report includes a dedicated section on AI adoption in the workplace, capturing how frequently alumni use AI tools, how much AI has impacted their current roles, and how they assess the risk of automation to their own expertise. This addition reflects PNV's commitment to measuring not just employment outcomes, but long-term resilience – ensuring that graduates are not only entering the workforce, but thriving within it as it evolves.

PN supports United Nations *Sustainable Development Goals*



ABOUT THIS REPORT

SCOPE

Passerelles Numériques Vietnam (PNV) carries out a yearly Social Impact Survey on our alumni. In 2026, 306 responses were received from 55% of the alumni in Central Vietnam. The survey covers 5 key dimensions: employment & income, career development, personal growth, family impact, and job confidence in the AI era. Overall, the Social Impact Survey 2026 highlighted the invaluable contributions of Passerelles Numériques Vietnam in empowering individuals to build successful careers, foster personal growth, transform families' lives, and make a meaningful difference in society.



535

ALUMNI



13

BATCHES



306

RESPONSES

REPORTING PERIOD

The Alumni Survey 2026 was conducted from May 15, 2026 to June 7, 2026. Responses were gathered via an online survey distributed to all 535 alumni across 13 batches. Data was cleaned and validated prior to analysis to ensure accuracy and consistency.

EXTERNAL ASSURANCE

The contents of this report have been reviewed and assured independently by PNV to ensure credibility, reliability and transparency. All data presented reflects actual survey responses and has not been altered or selectively filtered. Findings are reported at both aggregate and demographic levels (gender, batch, employment status) to provide a comprehensive and unbiased view of alumni outcomes.

BENEFICIARY PROFILE

PNV's key beneficiary group is the underprivileged communities, especially underserved youths aged 18-23, coming predominantly from rural, mountainous areas in Central Vietnam. They include more than 50% of young female and 50% of ethnic minorities of Vietnam: Bru Van Kieu, Gie Trieng, Co Tu, Pa Co, Tay, etc.

Many are the eldest children in their families, carrying both the hope and the responsibility of those who come after them.

Growing up in areas facing hardship and deprivation, the beneficiaries have limited access to quality schooling and resources. Additionally, students' families often struggle to afford proper education. Therefore, further education is not seen as a priority option compared to employment, resulting in academic performance and skills often falling below their potential.

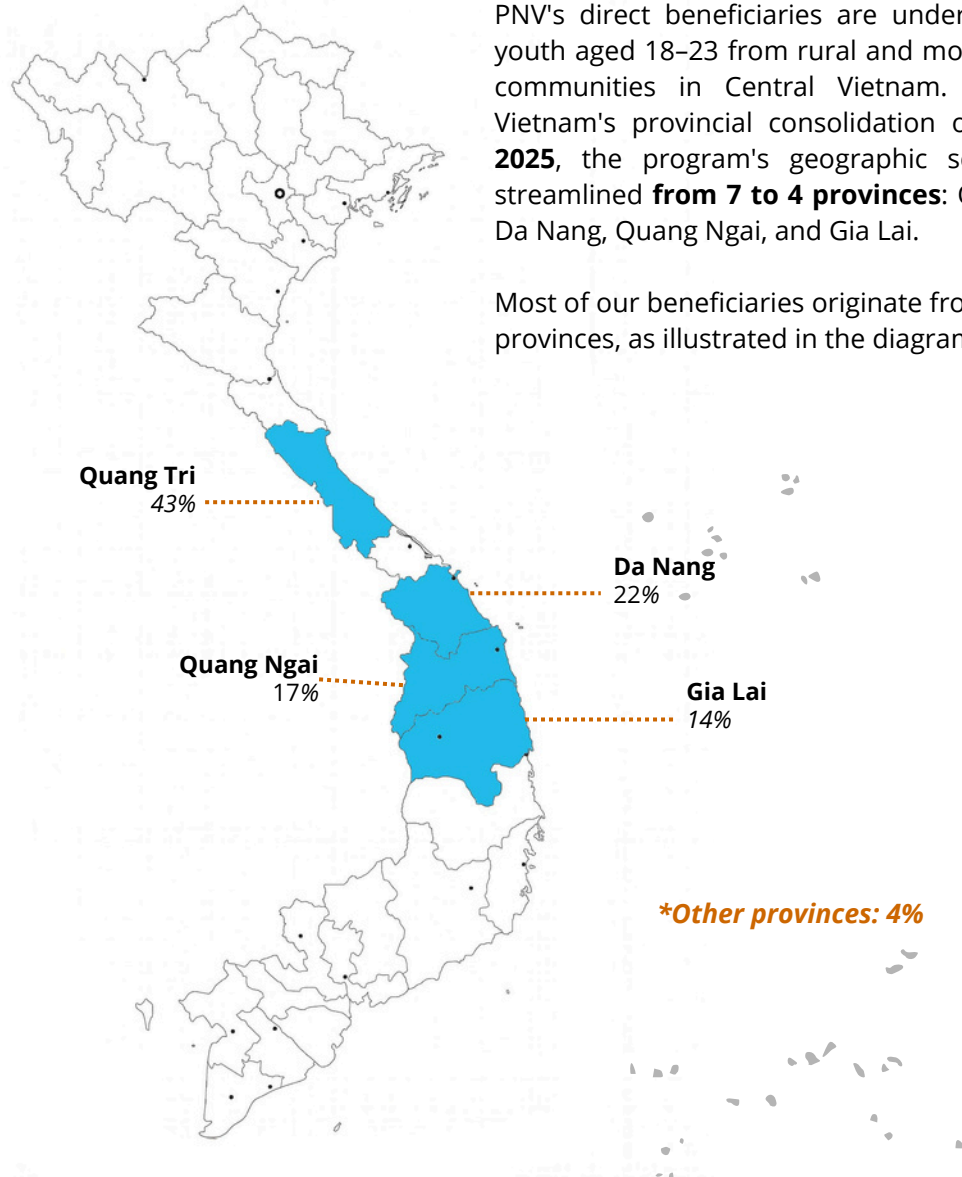
Most students arrive at PNV with little to no formal IT knowledge, having grown up in communities where digital literacy is limited and technology careers are rarely seen as a realistic option.

Beyond technical skills, many face broader gaps in professional communication, workplace readiness, and the kind of self-confidence that comes from having been told, repeatedly, that certain futures are not meant for people like them.

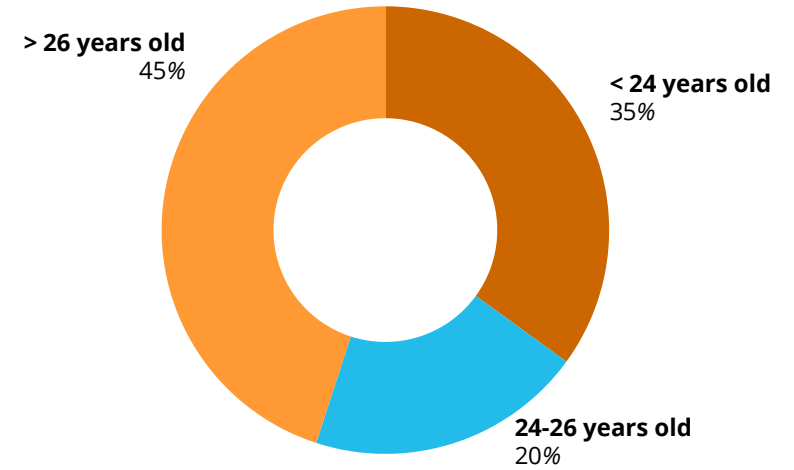
By the time they complete the program, they are equipped with hands-on expertise alongside the professional habits, problem-solving mindset, and communication skills that the modern workplace demands. Back home, this transformation not just in the income they bring, but in the example they set and the doors they open for the siblings and family members who are watching.



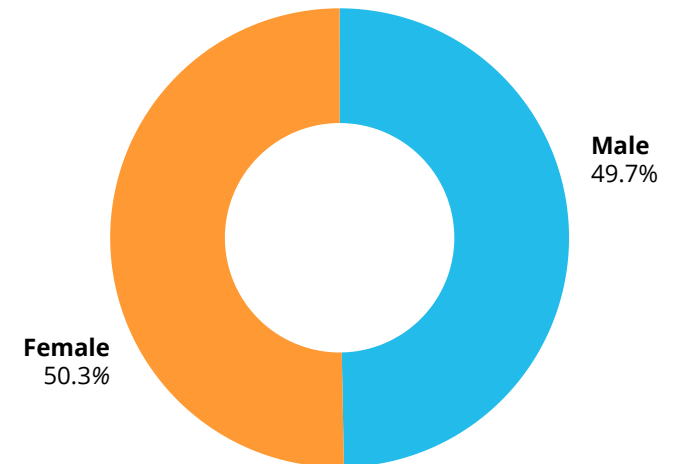
HOMETOWN



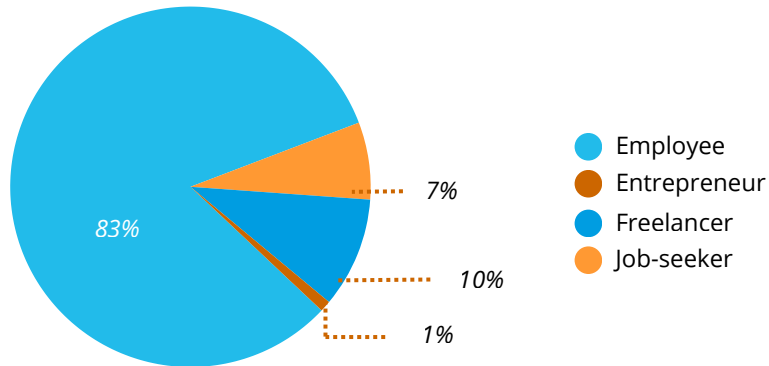
AGE



GENDER



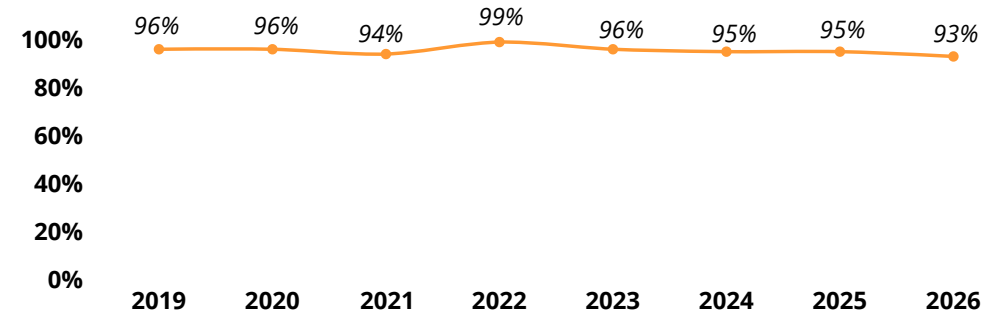
LABOR FORCE PARTICIPATION STATUS



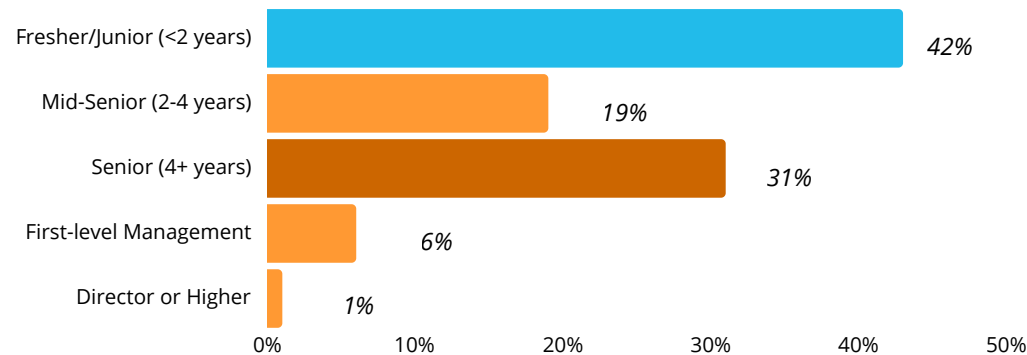
93% of the respondents have secured a job.

All freelancers stated that their choice of work status came from time and location flexibility.

LABOR FORCE PARTICIPATION RATE THROUGH YEARS

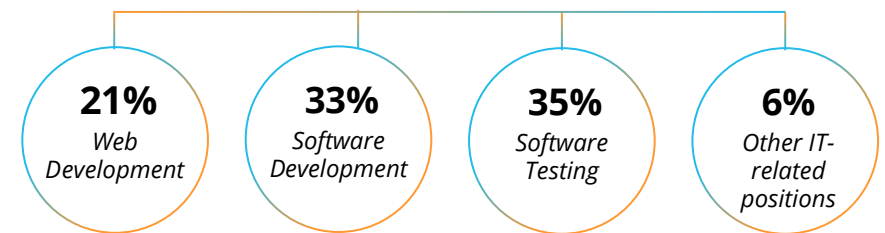


JOB LEVEL



While the majority of alumni are still in the early stages of their careers, **7%** have already risen to **management and leadership positions**, which is a promising sign that PNV graduates are not just entering the workforce, but climbing it.

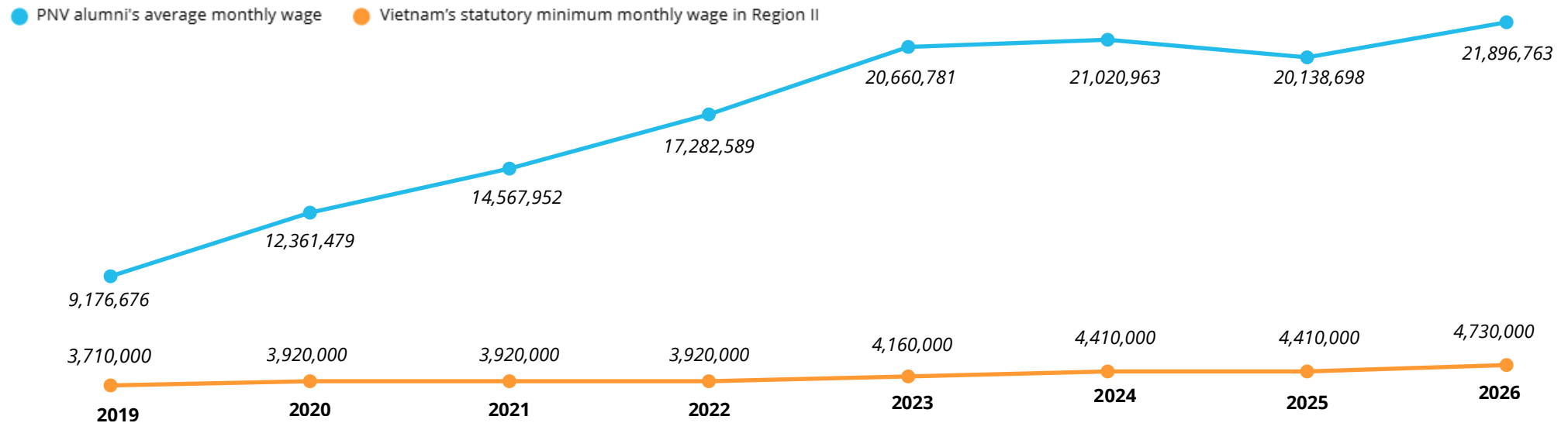
IT POSITION PARTICIPATION



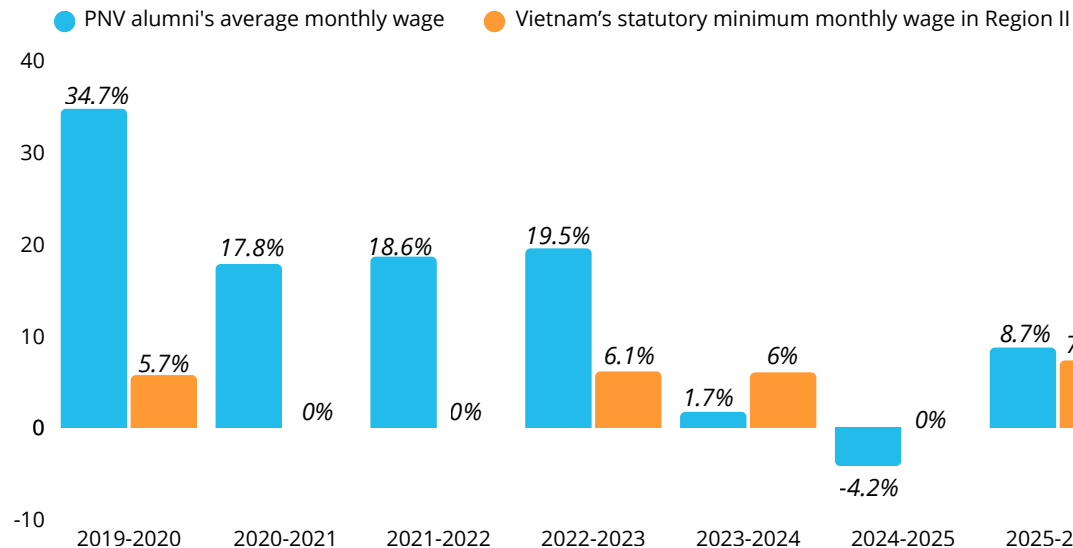
Among employed alumni, Software Testing (35%) and Software Development (33%) are the two dominant roles, together making up over two-thirds of all positions. Web Development accounts for an additional 21%, meaning **89% of alumni hold core technical IT roles**. Only 5% are in non-IT jobs, indicating very low career misalignment relative to PNV's training focus.

PN LABOR FORCE PARTICIPATION OVERVIEW

AVERAGE MONTHLY SALARY THROUGH YEARS (2019-2026) (VND)



WAGE INCREASE RATES (year-to-year comparison)



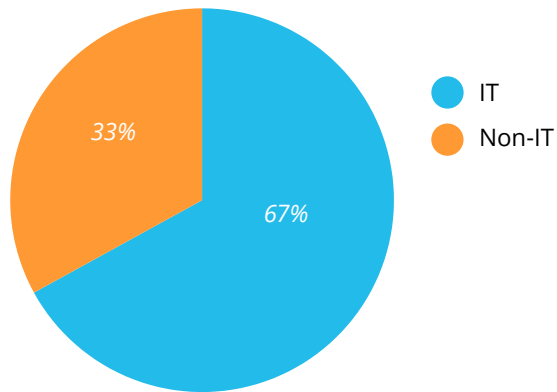
From 2019 to 2023, alumni saw strong **annual wage increases** ranging from **17.8% to 34.7%**, far exceeding the minimum wage adjustments of 0–6.1% during the same period.

A notable dip occurred in 2023–2024, when alumni wages contracted by 1.7%, and further declined to –4.2% in 2024–2025, reflecting broader economic pressures in the post-pandemic labor market.

The most recent period (2025–2026) signals a strong recovery: alumni wages rebounded to 8.7%, slightly ahead of the minimum wage increase of 7.3%.

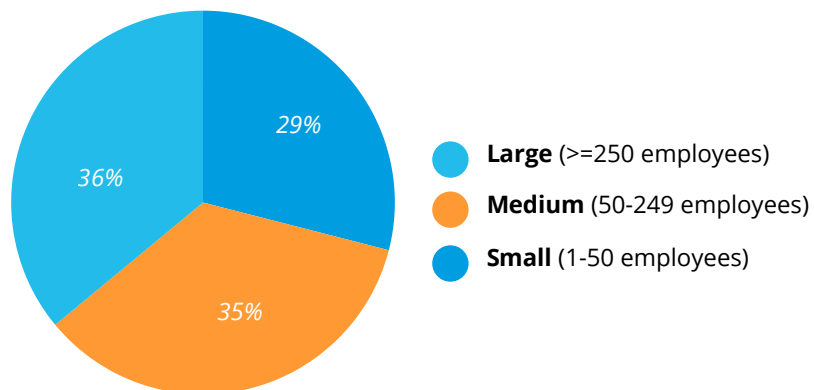
PNV alumni's average monthly wage has grown substantially faster than the national minimum wage benchmark over the 7-year period, demonstrating the **program's sustained impact** on graduates' earning potential.

WORKPLACE SECTOR

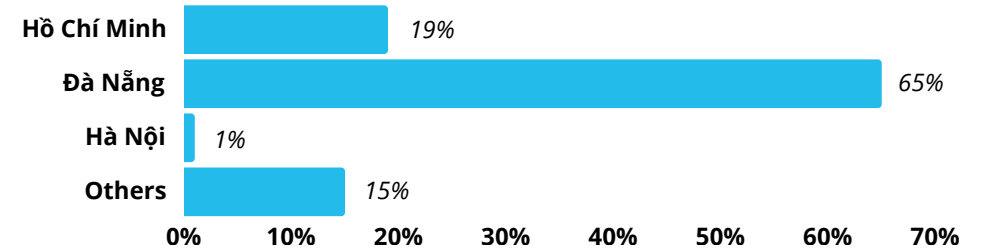


A significant majority of alumni are employed in IT positions within technology companies (product and outsourcing companies). However, approximately one-third of them are working in companies with non-IT domains, despite them obtaining the IT-related positions or not. The most represented fields among these non-IT companies include Design, Manufacturing, Finance and Banking, as well as Retail and Consumer Services.

SIZE OF WORKPLACE



TOP WORKING LOCATION



Đà Nẵng leads overwhelmingly as the top working location with **65%**, presenting a natural outcome of PNV's presence in the city and its growing reputation as Central Vietnam's IT hub, giving a familiar ecosystem to launch their careers. **Hồ Chí Minh** follows at **19%**, driven by a concentration of PNV's internship partners and an abundant IT job market.

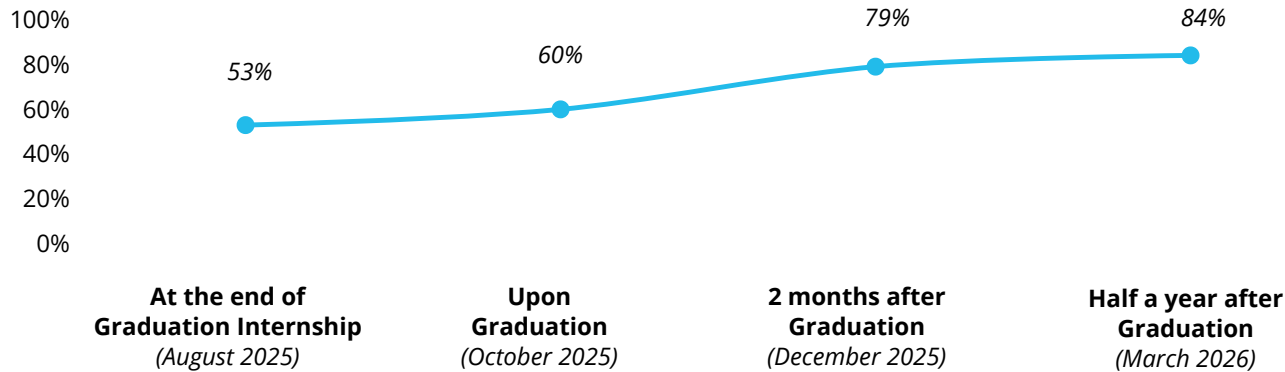
The **15%** in **Others** reflects alumni who have taken their skills to work abroad or remotely from their hometowns.

OFFICIAL CONTRACTS & BENEFITS

96%

Alumni are offered official employment contracts with guaranteed benefits such as health/social insurance, bonuses, commission, 13th-month salary, and other benefits.

LABOR FORCE PARTICIPATION RATE



After finishing the 5-month Internship Program, **53%** of the students of class 2022-2025 successfully landed full-time positions at IT companies.

2 months after Graduation, **79%** of the graduates secured a stable job in the IT sector with an average salary per capita of 9,925,926 VND.

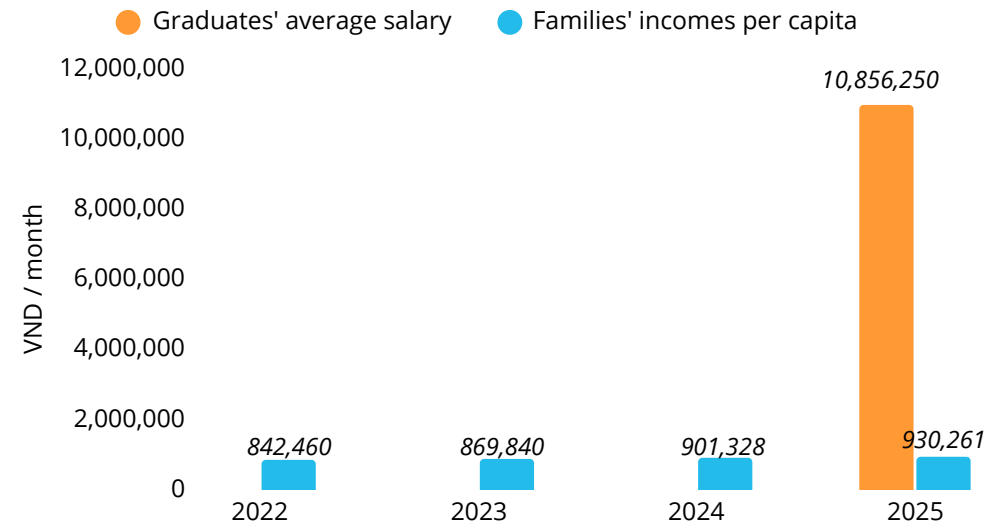
Notably, the base salaries of class 2023-2025 are **the highest** compared to previous graduating classes.

IMPACT OF FRESH GRADUATE'S SALARY ON FAMILY INCOME

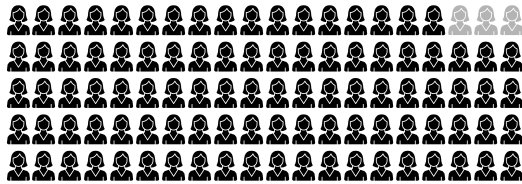
Upon selecting beneficiaries, PNV conducts home visits with each candidate's family to collect household income data. These figures are averaged and then adjusted for inflation to estimate family incomes at the time of the students' graduation. This allows PNV to measure the economic impact of fresh graduates on their families.

In 2025, PNV fresh graduates (class 2022-2025) earned an average monthly salary of **more than 12 times** their families' monthly per capita income. This dramatic gap underscores the transformative earning power that a PNV education delivers, effectively lifting graduates into an entirely different income bracket from the households they come from.

A single PNV graduate entering the workforce has the immediate potential to more than **double the total household income of a typical 5-member family** in their community. Beyond individual benefit, this income multiplier effect positions PNV alumni as powerful economic anchors for their families – covering daily expenses, healthcare, and education costs, as evidenced by the data reported.



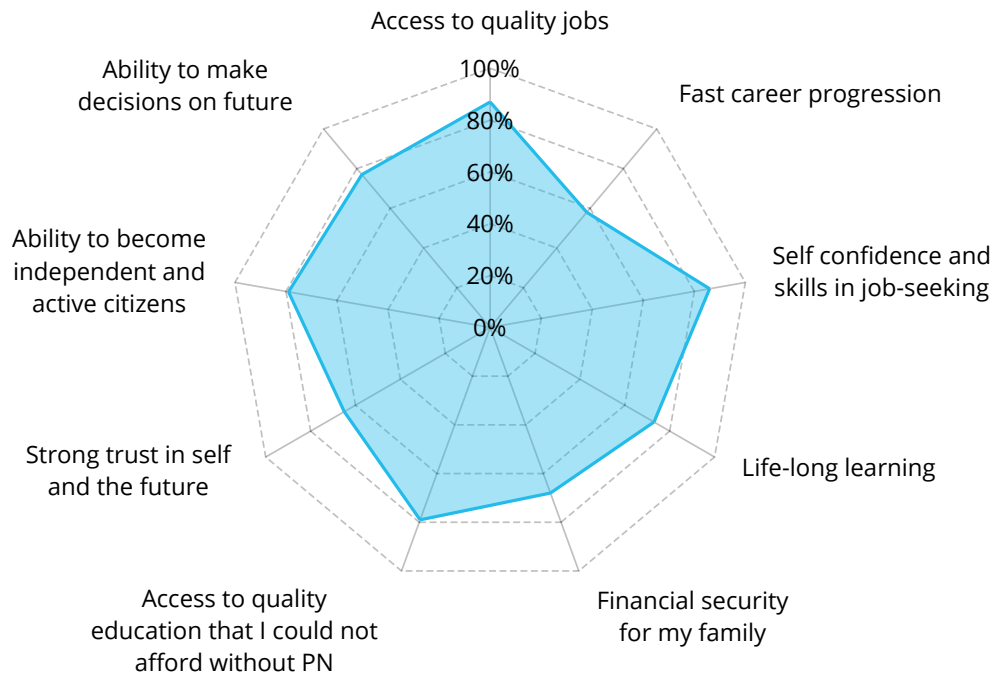
FEMALE ALUMNI JOINING THE IT INDUSTRY



97%



HOW DID PNV EMPOWER THEM?



Since **50%** of our beneficiaries are female, **97%** of whom remaining active in the IT sector, PNV's female retention rate significantly challenges the industry norm, where women are disproportionately likely to leave tech roles within the first few years of their career.

For graduates from ethnic minority and remote rural backgrounds, this figure is suggesting that PNV's model not only opens doors but sustains long-term career trajectories for women who would otherwise have limited access to the tech industry.



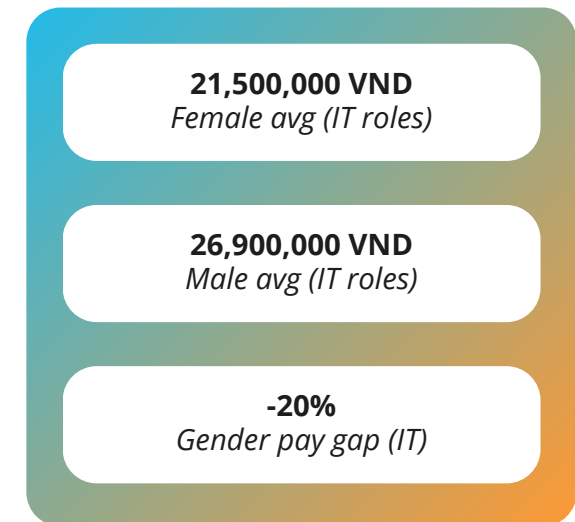
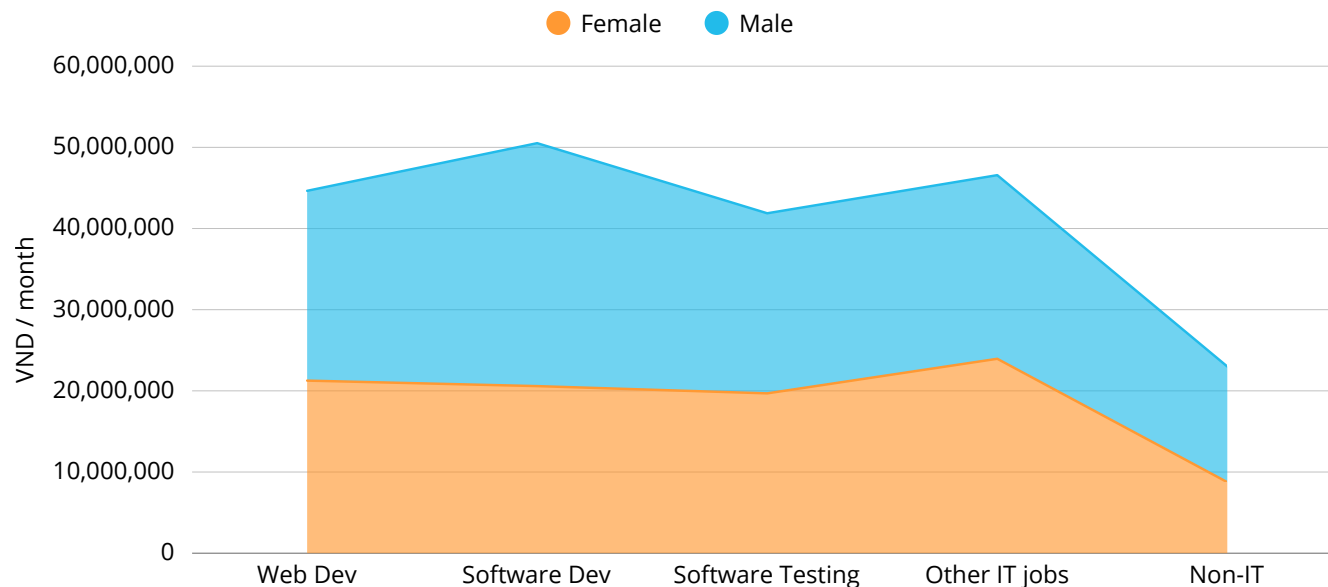
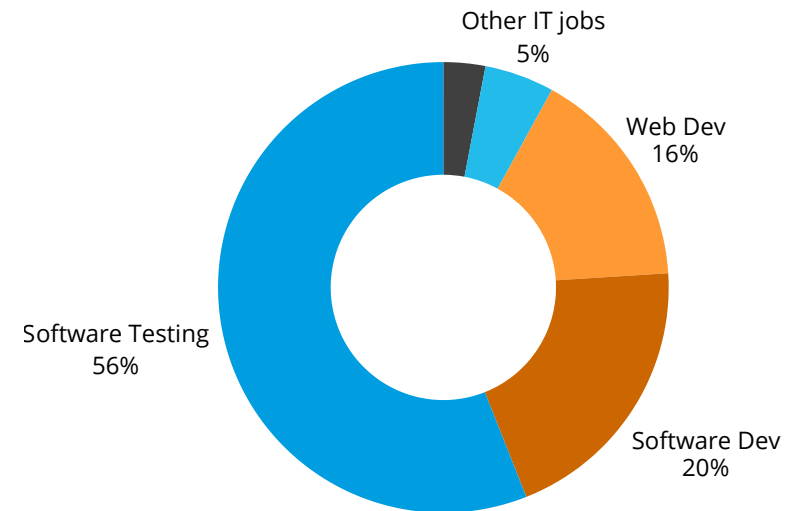
PNV contribute to United Nations Sustainable Development Goals – SDG 5

FEMALE ROLES & EARNINGS IN IT

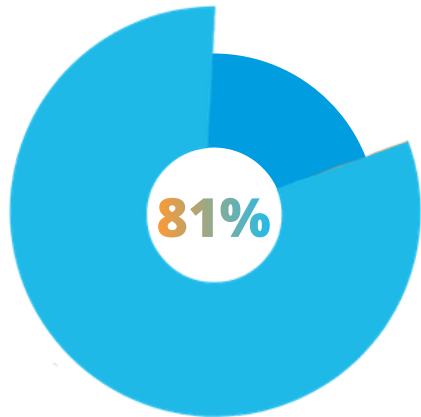
Female alumni demonstrate strong earning power across all IT disciplines, with average monthly salaries ranging from **19,700,000 VND to 24,000,000 VND**, well above Vietnam's statutory minimum wage. Notably, female alumni in Other IT roles (BA, PM, Graphic Design) out-earn their male peers, reflecting the cross-functional strengths that women bring to these roles.

They are highly concentrated in **Software Testing**, a field they have made their own, representing **56%**.

While a pay gap exists in technical roles such as **Software Development** and **Software Testing**, this is largely explained by occupational distribution rather than wage discrimination.



FINANCIALLY SUPPORT FAMILIES



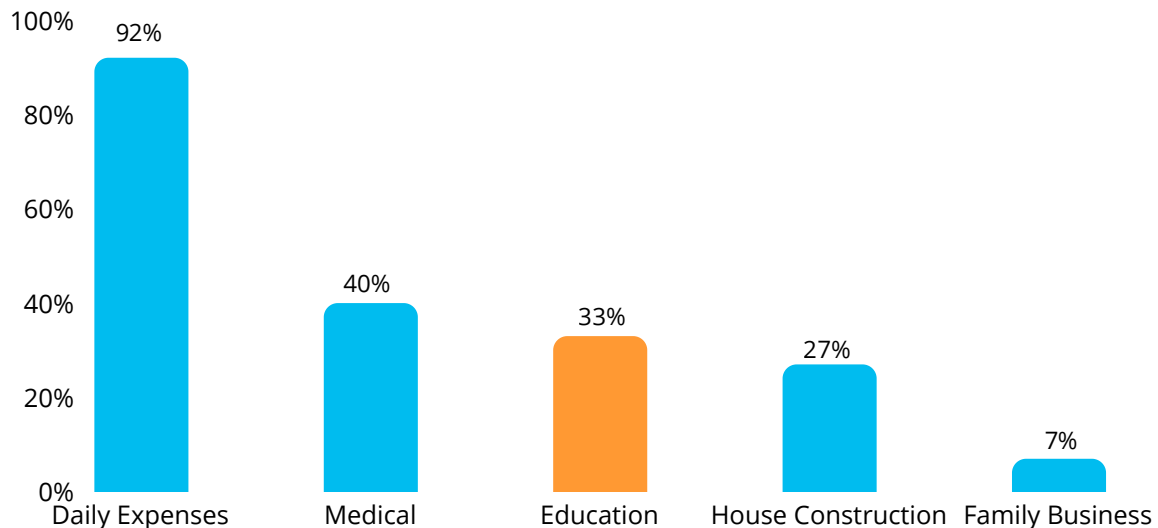
Monthly incomes is being spent for families



Avg. Amount
Spent for families per month

4,953,191 VND

WHERE FAMILY FINANCIAL SUPPORT GOES TO



A PNV graduate doesn't just change their own life; they are quietly creating a ripple effect in what the next generation can achieve.

As **33%** of our graduates are financially supporting higher education for their own family members, the alumni support 204 indirect beneficiaries (their younger siblings and cousins), who now have access to higher education because one person in their family chose a different path.

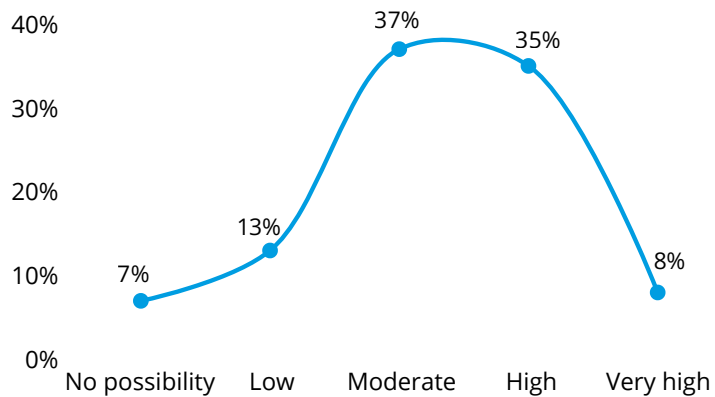
In many of these families, the PNV graduate is the eldest child, the first to break through. And in doing so, they shift the entire family's understanding of what is possible. When a family sees education lead to a stable income, **the question is no longer whether the next child should study, but how far they can go.**

In the era of AI rising, the alumni demonstrate both awareness and adaptability in the face of change with **84% using AI tools** in their daily work and **72% acknowledging a moderate to high possibility of AI** impacting their expertise.

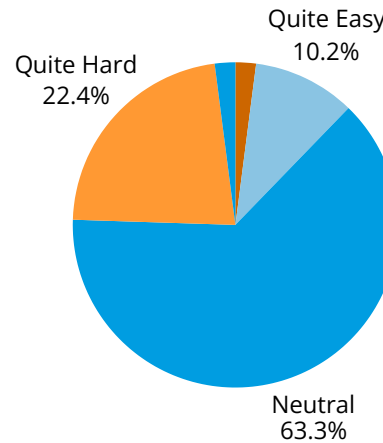
These graduates are reflecting critically on their implications for their careers.

Recognizing AI as a defining force in the future of work, PNV is actively integrating AI knowledge and practical skills into our curriculum to ensure the next batch of students is equipped with the needs of market demand.

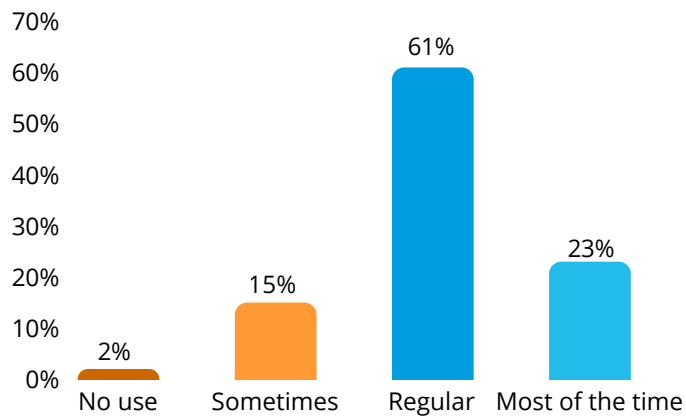
POSSIBILITY OF AI REPLACE THE CURRENT EXPERTISE



JOB-FINDING CONFIDENCE

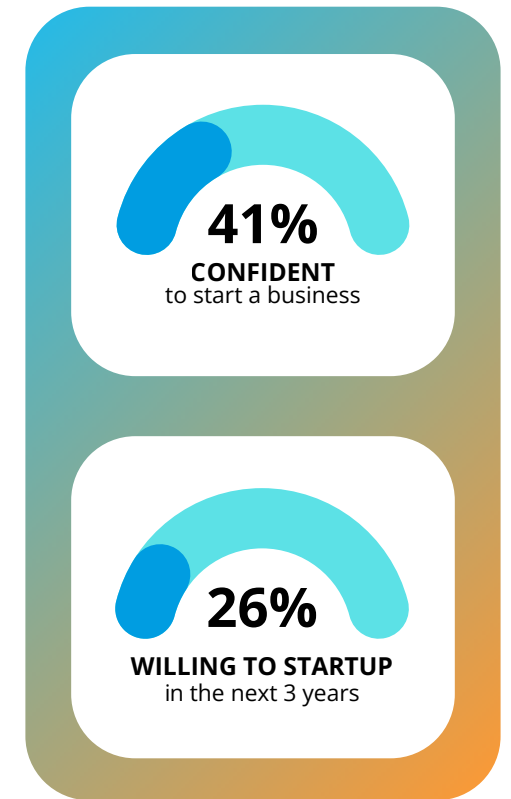


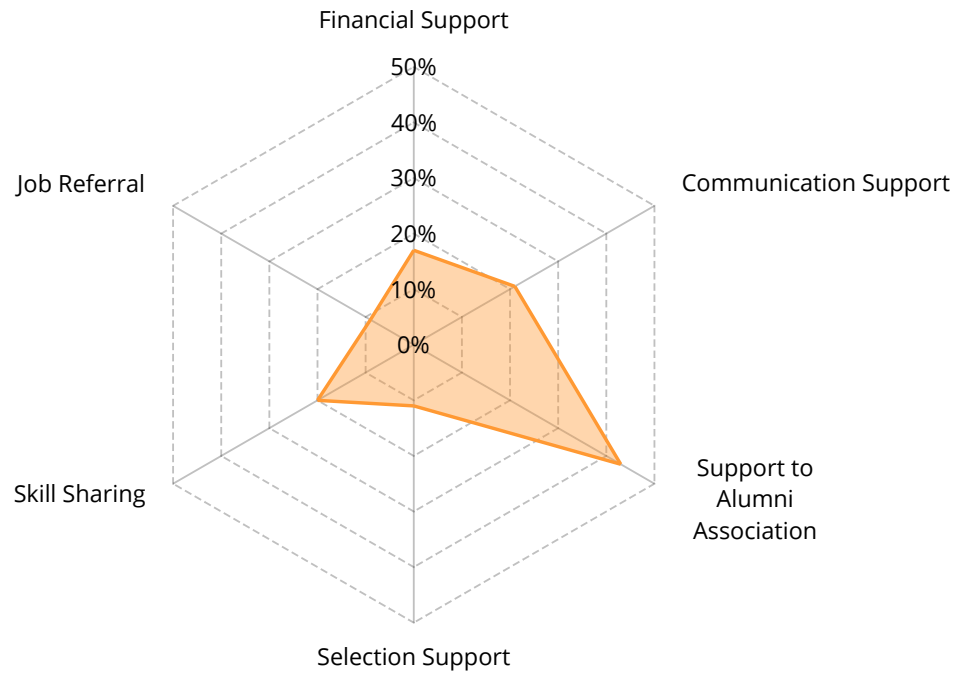
FREQUENCY OF AI USAGE



ENTREPRENEURSHIP SPIRIT

41% of alumni are confident they **could start a business**, and **26%** plan to do so within the **next 3 years**. Considering where most of our alumni started, this confidence is a meaningful outcome of the program.





Supporting the Alumni Association stands out as the most popular choice (43%). **PNV's Alumni Association*** is more than a network, it is a living extension of the program itself. Alumni regularly return to organize events for their juniors, from Tết Event to football tournaments, creating a sense of belonging that outlasts graduation. Many go further, coming back as mentors and tutors to guide younger cohorts through the same journey they once walked.

They also show broad interest across practical support channels: **Communication Support** (21%), **Skills Sharing** (20%), and **Financial Support** (17%) collectively indicate that graduates see themselves as active contributors, whether by spreading awareness, mentoring future students, or reinvesting financially in the program that changed their lives.

Founded in 2013, the **PNV Alumni Association (PNVAA) has spent over a decade keeping the community expand and alive. Beyond connection, the PNVAA plays an active role in amplifying PNV's mission, supporting communications and outreach efforts that help future students discover the program. Most meaningfully, PNVAA members regularly return to give back to current students sharing knowledge, professional skills, and the kind of encouragement that only comes from someone who has walked the same path.*



CLOSING REMARKS

Our ultimate mission since establishment is to give highly disadvantaged young people access to education and technical and vocational training in the digital sector. We work to build real employability that will enable them and their families to escape poverty sustainably and contribute to the socio-economic development of Vietnam.

Picture a young person from a remote village in Central Vietnam, someone who, just a few years ago, had no clear path forward. Today, that same person with confidence, supporting their family, and quietly becoming a role model in their community. This is not a hypothetical, it's the reality for hundreds of PNV alumni, and it's the story this report tells. They show us something powerful: with the right foundation, people from even the most underserved communities can not only keep pace with change, but lead through it.

Our journey would not be possible without the generosity of every partner who has believed in our mission – far too many to name on a single page. Below, we highlight a selection of outstanding companies/organizations whose support has been particularly instrumental across the years. To every partner not pictured here: your contribution is seen, valued, and deeply appreciated.

As technology continues to evolve and reshape the future of work, the need for accessible, high-quality IT education has never been greater. We invite you to join us in empowering the next generation of PNV students, whether through funding, mentorship, internship opportunities, or simply spreading the word about our mission.

Get in touch at ero.vietnam@passerellesnumeriques.org and help us empower the next generation of **PNV**!





Contact us



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