



# APYouthNet Talk Show Summary #37

Thanh Nguyen  
CEO of Anphabe, Viet Nam  
(November 2014, Bangkok)



Guests: **Ms Thanh Nguyen**, CEO of Anphabe, Viet Nam

Host: **Mr Matthieu Cognac**, ILO Youth Employment Specialist

Camera, sound, editing: **Mr Julian Hadden**



Available at: <http://apyouthnet.ilo.org/podcast/>

## Getting excited by youth

Thanh enjoys working with youths as they are generally more motivated, risk-taking and cherish challenges. Their creativity and diligence is especially infectious, particularly to Thanh. She says that young people are able to apprehend technology faster and better, and also good at multi-tasking. As an employer, she feels inspired by youths. She also mentioned that Human Resources (HR) practitioners in Vietnam are receptive to employing youths as they are more confident in communicating and expressing their ideas and, also more fluent in English.

## Vietnamese youths need to self-help

She says that young job candidates are often unclear in their ambitions, and are unable to express their value to their employers. She thinks that they need to align their progress with their employers, so that they can grow and be successful with their employers. It will also be beneficial for youth to interact with their seniors, and learn to adjust their expectations and be more practical. She argues that young people need to identify the activity that they love and inspire them during their four years of college and not procrastinate, or use the time spent in their existing jobs to look for greener pastures.

## Influx of highly skilled workers from ASEAN

She maintains that there is a need to increase awareness of this new programme, and the potential pros and cons surrounding it. Youth, especially young women, would need to be realistic about their first job. She also mentions that most youth now see the 'first job' as a short-term step to gathering experience before proceeding to a better or different career, unlike people in the past who tend to be loyal to their first employers.

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