

ETHNIC MINORITY GRADUATES TRACKING report

Empowerment of ethnic Minority Students In Vietnam



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**CAPACITY BUILDING IN THE FIELD OF HIGHER EDUCATION
STRAND 1**

EMSIV PROJECT

**Empowerment of ethnic Minority Students In
Vietnam**

**Report
on
Ethnic Minority Graduates
Employment Status**

Deliverable D2.1

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PROJECT PARTNERSHIP

PARTNER NAME	COUNTRY	PARTNER'S MAIN ROLE
Consorzio Interuniversitario AlmaLaurea (AL)	Italy	Project coordinator WP2 leader – Ethnic minority graduates tracking WP6 leader – Management
Hanoi University (HANU)	Vietnam	National coordinator WP5 leader – Sustainability
Tay Nguyen University (TNU)	Vietnam	Organizer of local WP4 meeting number 3: Seminar, conference and focus group
Thai Nguyen University (ThaiNU)	Vietnam	WP4 leader – Dissemination
Nha Trang University (NTA)	Vietnam	Organizer of local WP4 meeting number 8: Seminar, conference and focus group
Agriculture and Forestry Research & Development Center for Mountains Region (ADC)	Vietnam	Will contribute with past experience on ethnic minority female and experience on focus group with Vietnamese stakeholders
Management Board of Hanoi Industrial Zones and Processing & Export Areas (HIZA-CES)	Vietnam	Organizer of WP4 and WP5 meetings numbers 7 and 9: Seminar, conference and focus group and final conference
Polytechnic of Porto (IPP)	Portugal	WP1 leader: Inner and outer perception on ethnic minority students
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EXECUTIVE SUMMARY

This report is developed and written in the framework of **EMSIV Project** with the aims of analysing the employment status of graduates belonging to ethnic minority groups in order to allow policy makers and other stakeholders to improve the educational system as a whole through better and targeted policies, having as main beneficiaries' ethnic minority groups.

The employability tracking survey was carried out by the four Higher Education Institutions (HEIs) partner of the EMSIV project, at the end of 2024, involving 7,240 respondents belonging to all graduates, Kinh and Non Kinh groups. Among the graduates of the 4 HEIs, were contacted 8,858 graduates out of a total of 8,868 graduates, representing a response rate of 83.0%. The distribution of graduates is 894 graduates belonging to ethnic minority groups (12.3% of total population, percentage that is in line with the percentage of Vietnam population belonging to ethnic minority groups, that is around 14.0%) and 6,346 graduates belonging to Kinh group (87.7% of total population). The Vietnamese HEIs decided to take into consideration this group of graduates, as requested by Ministry of Education and Training of Vietnam (MOET); the survey took into consideration the bachelor and diploma degree levels (full time university and college graduates).

The Higher Education Institutions partner of the project decided to make available the data also for the Kinh group, to allow the comparability among two groups.

The proportion of two genders of the sample is 61.0% for male and 39.0% for female. These survey subjects are classified into 20 different study fields as defined by Circular 24 issued by the Ministry of Education and Training in 2017.

The main indicators studied in the report include: Ethnic group, Gender, Major, Employment status, Employment rate, Unemployment rate, Job activity sector, Type of degree course and Job location.

Some of these indicators represent also the indicators that each HEIs must collect and send to the Ministry of Education and Training of Vietnam.

The main key findings are: the percentage of all graduates who had a job at the time of survey is 90.5%). Comparing the employment status according to gender and groups distribution (ethnic minority groups and Kinh), several results have been reported. The graduates (male and female)

belonging to Not Kinh groups are employed at 91.1%, while the graduates belonging to Kinh group are employed at 90.6%. The females belonging to Not Kinh groups are employed at 91.3% while the female belonging to Kinh group are employed at 92.0%.

The highest probability of getting jobs after graduation can be seen in the study fields of Social science and behaviour, Tourism, Mathematics, Art, Accounting, Manufacturing and processing, Environmental protection for the Not Kinh groups, while for the Kinh group in Tourism, Hospitality, Sport and Personal Services, Humanity, Accounting, Manufacturing and processing, Marketing and Technical science and technology.

Moreover, the description of employed graduates cover different dimensions: in terms of job location, a difference of 5.0% have been seen between the Not Kinh groups and Kinh group: the Not Kinh group is working in Vietnam in a proportion of 87.8% while their peers belonging to Kinh group in a proportion of 82.9%. No significant differences were noted among female and male.

A further detailed analysis of the employment status between male and female was conducted in this report. Some interesting findings were found as well. The relationship between gender and the current employment situation was not statistically significant. There was a significant association between the two groups and the type of private sector and governmental sector where respondents worked.

The Not Kinh groups are employed in private sector in a proportion of 45.4% while their peers belonging to Kinh group are employed in private sector in a proportion of 53.2%. An important difference between the two groups is noted in self-employed sector, where Not Kinh group are representing 22.6% while the Kinh group reach only 7.5%.

PROJECT OVERVIEW

The EMSIV Project, “*Empowerment of Ethnic Minority Students in Vietnam*”, is in line with the EU overarching priority “*Sustainable Growth and Job*” and it intends to promote a comprehensive dialogue on ethnic minorities in higher education in Vietnam by enhancing the networking among national stakeholders and, subsequently, to promote their commitment for a successful inclusion of ethnic minority students into the labour market.

Vietnam is a multi-ethnic country, consisting of 53 different minority ethnic groups, where, despite being provided with better education than their parents, ethnic minority youth still experience discrimination and multiple difficulties in employment. Reducing the barriers faced by ethnic minority students when transitioning into the labour market, and promoting their empowerment by the provision of effective tools for increasing their employability potential and social inclusion are core objects of this initiative.

EMSIV project specifically aims at analysing the self-perception of Vietnamese minority students related to entering to the labour market, as well as the attitude of employers towards minority graduates. Such activities are composed of capacity transfer in favour of beneficiary universities’ staff so as to foster the employability and social inclusion of students belonging to an ethnic minority with EU partners sharing their strategies and tools developed within the field of protection, empowerment and inclusion of ethnic minorities.

The initiative aims at raising the awareness of civil society, stakeholders, and policy makers on the issue of ethnic minority students’ inclusion in society and into the labour market, leading to the establishment of a permanent forum on ethnic minority youth. The set-up of the forum will promote a continuous and systematic dialogue on the actions, needs and priorities to be addressed to foster the inclusion and empowerment of ethnic minority youth in Vietnam.

The main expected results of the EMSIV project are represented by (i) the release of report on ethnic minority students’ inner and outer perception; (ii) the release of recommendation paper on strategies and tools for enhancement of ethnic minority employability; (iii) the release the report on ethnic minority graduates tracking; (iv) organization of focus groups, seminars and conferences and (v), the creation of a permanent forum on ethnic youth.

The present report has been developed within the framework of **Work Package 2 – Ethnic minority graduates tracking**. It aims at providing to the readers an analysis of employment status of graduates belonging to ethnic minority groups, who graduated in one of the four HEIs partner of EMSIV Project: Hanoi University (located in Red River Delta region), Thai Nguyen University (located in Norther midlands and mountain areas), Tay Nguyen University (located in Central Coast region) and Nha Trang University (located in Central Highlands region). The four

HEIs cover, from geographical point of view, the North and Center of Vietnam, as can be seen in Figure 1.

Figure 1 - Geographical distribution of HEIs partner of EMSIV Project



Source: own elaboration

I. INTRODUCTION

I.1 The evidenced functions of Higher Education Sector

In Vietnam, as in the rest of the world, the Higher Education Sector play crucial functions, including socialization, cultural transmission, career selection, and rational thinking. The national and local authorities, as well as other main actors involved in the sector of Higher Education, are committed to equip the graduates with skills, knowledge and competencies needed to successfully enter in the labour market that become more and more competitive.

One of the most important role of the HE sector actors is to help youth to obtain good jobs and maintain their employability throughout their working lives, contribute to national economies and societies in terms of creativity, innovation, entrepreneurship, etc. needed to ensure economic growth, to boost the innovative capacities of society and to keep up with rapidly changing labour market demand and technologies. The promotion of international mobility, as a powerful means to foster intercultural understanding, represent an additional tool available for students and graduates in order to success in their path from education to labour market.

In order to achieve such goals, one of the available actions is to collect high-quality data that help to produce better and targeted policies over teaching and training activities. In this context, the EMSIV project uses graduate tracking process as a way of collecting high quality data with a particular attention to the employment status of graduates belonging to ethnic minority groups. In such framework, as mentioned before, the Ministry of Education and Training of Vietnam requests each Higher Education Institution in Vietnam to collect and report each year data regarding the graduates' status at one year after graduation. Each HEI must report number of graduates, number of graduates by gender, response rate, response rate by gender; employment status, information regarding level of employed that matching or not matching with major, employment rate, job activity sector/organization type and job location.

Based on the Ministry requests, the EMSIV project consortium decided to take into consideration and analyse these main indicators as well. Some HEI's collect additional data (e.g. salary, level of which trained professional skills meet job requirement, graduation rank, etc.), but these data are not taken into consideration in this report, due the impossibility of comparison among different HEIs and we keep the focus on common indicators in order to ensure the comparison.

I.2 Vietnamese context

In 2023¹, the average population in Vietnam in 2023 reached 100.3 million people, with 49.9% males and 50.1% females. In rural areas there is still living 61.9% of total population. The labour force aged 15 and over reached 52.4 million people. Among those, 53.2% are males. The workforce, among main economic sectors, is concentrated in Services (39.6%), Industry and construction sector (33.5%) and Agriculture, forestry and fishery (26.9%). Vietnam is a country with a relatively low unemployment rate, 2.28%, urban and rural areas reached 2.75% and 1.99%, respectively.

In 2023, the average monthly income per capita in 2023 reach 4.96 million VND²; for the group of 20% of the highest income households was 10.86 million VND, 7.5 times higher than the group of 20.0% of the lowest-income households (1.45 million VND). In terms of growth, in 2023 the Vietnamese economy achieved a rate of 5.05%.

The last available Household Living Standard Survey (General Statistics Office, 2023), shows us that in urban areas, in 2022, the monthly income per capita is 5.94 million VND, while in rural areas is 3.86 million VND. In terms of geographical distribution, 6 regions are considered in the Statistics of Vietnam: Red River Delta (with a monthly income per capita of 5.58 million VND), Northern midland and mountain areas (with a monthly income per capita of 3.16 million VND), North Central area and Central coastal areas (with a monthly income per capita of 3.96 million VND), Central Highlands (with a monthly income per capita of 3.28 million VND), South East (with a monthly income per capita of 6.33 million VND) and Mekong River Delta (with a monthly income per capita of 4.07 million VND).

Important gaps are remarked in percentage of people aged 6 years and older who have used the internet in the past 3 months: in Red River Delta the percentages are varying between 78.03% (Hà Nam province) and 87.62% (Vinh Phuc), in Northern midland and mountain areas between 47.59% (Ha Giang) and 85.04% (Bac Giang), in North Central area and Central coast area between 69.32% (Quang Nam) and 92.64% (Da Nang), in Central Highlands between 60.29% (Gia Lai) and 83.28% (Lam Dong), South East between 81.95% (Binh Phu'oc) and 92.65% (Binh Du'ong) and in Mekong River delta between 63.70% (Tra Vinh) and 78.70% (Can Tho).

¹ Statistical Year book of Vietnam, 2023

² 1.000.000 VND = 35.90€ (March 2025)

According to the report by UN Female (2021), based on the latest data from the General Statistics Office (GSO), ethnic minority and mountainous areas account for nearly three-quarters of Vietnam's total land area and are home to 14.12 million people, representing 14.7% of the country's population.

Despite the Vietnamese government's efforts to support the development of ethnic minority and mountainous areas, these regions remain the most disadvantaged in the country. The rate of poverty among ethnic minorities is significantly higher than the national average. Various policies have been implemented to promote development in these areas, however many challenges persist within the policy implementation process³.

In terms of population distribution, among the 53 minority ethnic groups⁴, six have populations exceeding one million: Tay (1.85 million), Thai (1.82 million), Muong (1.45 million), Mong (1.39 million), Khmer (1.32 million), and Nung (1.08 million). Conversely, five ethnic groups have populations of fewer than 1,000: Si La (909), Pu Peo (903), Ro Mam (639), Brau (525), and O Du (428). From 2009 to 2019, the population of the 53 ethnic minorities increased by nearly 1.9 million, with an average annual growth rate of +1.42%, higher than the rates for the Kinh ethnicity (+1.09%) and the national average (+1.14%). In 2019, the workforce among these ethnic groups was over 8 million, with female representing 47.9% of this total. The proportion of female workers was slightly lower in urban areas (46.8%) compared to rural areas (48.1%). The Northern Midlands and Mountains region had the highest proportion of female workers (49.1%), while the Mekong River Delta had the lowest (42.6%). Most ethnic minority communities commonly use their native languages. The literacy rate, defined as the ability to read and understand a simple sentence in any language, was 84.7% overall (87.5% for males and 75.9% for females). This represents a 5.1 percentage point increase since 2015. However, the literacy rate for female was consistently lower than that for men across all regions, ethnic groups, and age groups.

Ethnic diversity is a global reality, with most nations hosting recognizable minority groups, and Vietnam is no exception with 54 ethnic groups (Baulch et al., 2007). According to the Special Rapporteur on minority issues of The Office of the High Commissioner for Human Rights (UN Human Rights), an ethnic, religious or linguistic minority is any group of persons which constitutes less than half of the population in the entire territory of a State whose members share common characteristics of culture, religion or language, or a combination of any of these. A

³ United Nations Entity for Gender Equality and the Empowerment of Female - UN Female, 2021

⁴ See Annex I

person can freely belong to an ethnic, religious or linguistic minority without any requirement of citizenship, residence, official recognition or any other status.

The term "minority" primarily refers to the demographic aspect, indicating a group smaller in size within a specific social, societal, or political context. When qualified as "ethnic," the term highlights the group's distinct origin or descent from a different "people" (Knoll, 2001). Discussions on cultural plurality and personal and collective identities within democratic states engage with broader questions about universalism, equality, national identity, and citizenship as they relate to the enjoyment of rights (Helly, 2002).

I.3 Structure of the Report

The structure of the report follows the above discussed societal functions of higher education sector and presents core indicators, most of them requested also by the Ministry of Education and Training of Vietnam, with respect to: employment rate, employment status by gender, employment rate by major, job activity sector, job location.

Some other indicators related to level of which professional knowledge meets the job requirements and level of which trained professional skills meet job requirement are available, but not described in the present report due to the fact that not all HEIs are using the same assessment scale (some are using Very good, good, pretty good, partial and completely not, other are using high, partly high, low).

I.4 Sample and Methodology

This report is written based on surveys conducted by each HEIs partner of the EMSIV Project. The EMSIV Project made available for the HEIs the questionnaire regarding employment status of graduates developed under the umbrella of the MOTIVE Project. Each HEI was free to inspire from MOTIVE questionnaire, choose the modality of data collection base on own rules and as requested by the Ministry of Education and Training.

The data of this report was collected online by each HEI partner of EMSIV Project (Hanoi University, Thai Nguyen University, Tay Nguyen University and Nha Trang University) in late 2024, with respondents being students who graduated in 2023 from the above-mentioned institutions. The survey was conducted 1 year from graduation to ensure the ability to track graduate employability after one year participating in the labour market.

The Vietnamese HEIs Graduates Tracking covered the bachelor level groups of individuals graduating in 2023. In order to avoid overlap of the cohorts or a double survey, the data collected

are those with the surveys that each year the Vietnamese HEIs are carry out in order to report to the Ministry of Education and Training the requested information. In addition to such data, each HEI collect the data that care considered important for their own context.

Among 8.868 bachelor level graduates (the total graduates' population of Schools/Faculties/Departments who graduated in 2023) belonging to the 4 HEIs involved in the survey were contacted those for which the HEIs have the contact details and there were 8.858 graduates. The total number of respondents is 7,240, representing an average response rate of 83.0%.

The graduate data (e.g. lists of graduates) and the contact details of the graduates are only accessible locally at the higher education institutions and such data are not shared among partners. The survey has been drawn locally by the higher education institutions which invite the selected graduates to participate in the survey. The consortium recommends the use of an online questionnaire, because it is relatively inexpensive and easy to implement on a large scale compared to other modes of data collection.

The data collection process includes three main steps. The first step is to invite students to participate in the survey. The next step is to match administrative graduate data with their self-reported responses in the survey. The final step is anonymizing the data and share the requested data with the WP2 Leader, AlmaLaurea Interuniversity Consortium, in charge with the final data cleaning, analysis and report development.

Among these observations, the percentage of the male and female is 39.0% and 61.0% respectively. These survey subjects are classified into different study fields as defined by Circular 24 issued by the Ministry of Education and Training in 2017, namely: a) Educational and training science; b) Arts; c) Humanity; d) Journalism and information; e) Business and Administrative studies; f) Law; g) Life and natural sciences; h) Mathematics and statistics; i) Computer science and information technology; j) Technical sciences and technology; k) Manufacturing and processing; l) Architecture and construction; m) Agriculture, forestry and fisheries; n) Veterinary medicine and health; o) Tourism, Hospitality, Sport and Personal Services; p) Transportation services; q) Environment and protection; r) Security and national defence; s) Others.

The data is processed using in first steps Nvivo, MAXQDA and SPSS (made by each HEIs in order to anonymize the data for transfer to AlmaLaurea for further analysis (using SPSS software). The main analytical method is descriptive statistics. Descriptive statistic method is used to

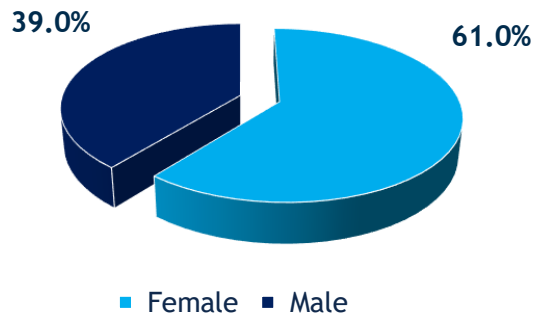
measure the employability of new graduates through descriptions of current employment and job status.

The data processing took place considering a specific statistic strategy, based on AlmaLaurea long experience in the process of graduates tracking. Trainings on data collection, data analysis data cleaning were as well delivered to the Vietnamese partners by AlmaLaurea.

II. GRADUATE TRACKING POPULATION

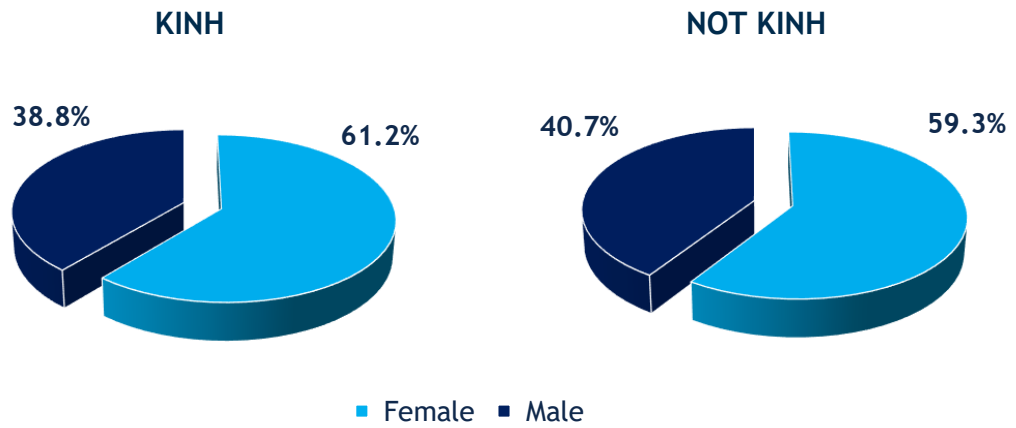
The employability tracking survey was carried out by the four Higher Education Institutions (HEIs) partner of the EMSIV project, at the end of 2024 with 7,240 respondents belonging to all graduates, Kinh and Non Kinh. Among the graduates of the 4 HEIs, were contacted 8.858 graduates out of a total of 8.868 graduates, representing a response rate of 83.0%. The distribution of graduates is 894 graduates belonging to ethnic minority groups (12.3% of total population) and 6,346 graduates belonging to Kinh group (87.7% of total population) – Figure 2.

Figure 2 - Total population of graduates surveyed



As can be seen in Figure 3, the gender distribution and the two groups considered (Kinh and Not Kinh) of the graduates considered in our analysis. The data shows us that there is a balance between the indicators considered.

Figure 3 - Graduates tracking population: gender and ethnic group distribution



Among the Kinh group there are 38.8% male and 61.2% female, while among the ethnic minority groups (Not Kinh) there are 40.7% male and 59.3% female.

These variables show us that the gender distribution among the two groups considered in our analysis is similar.

III. GRADUATES EMPLOYMENT RATE

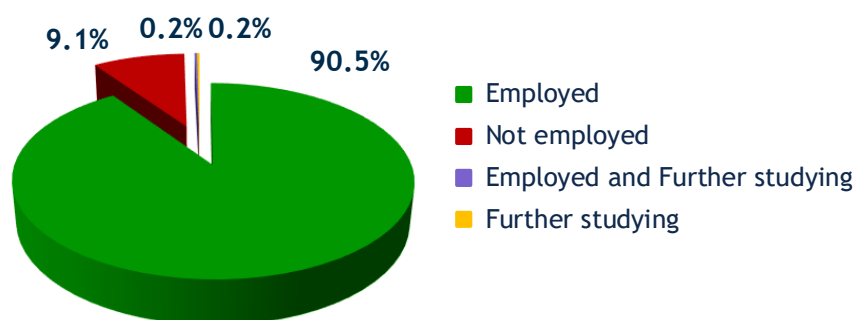
III.1 Graduates employment rate: total population

The percentage of all graduates who had a job at the time of survey is 90.5%. Considering the value of the indicator seems to be an important employment rate among graduates, comparing for example with similar surveys carried out in Europe. Considering the Eurograduate: comparative synthesis report ⁵ published in September 2025, among 2020/21 bachelor level graduates, those from Health fields reach the highest employment share (80%), while the lowest shares in this sub-group are found in Arts & humanities (60%), Social Sciences & Journalism (61%), and Natural Sciences & Maths (lowest with 42%).

In this context, considering the higher employment rate among Vietnamese graduates compared with their peers involved in Eurograduate initiative, during the EMSIV Project meeting held in Thai Nguyen University Lao Cai Campus on 9-10 of September 2025, the University researchers and former students who attended the event, have tries to explain this phenomenon: a high employment rate among graduates, but with a high percentage of them having low quality jobs.

Among the graduates interviewed, 0.4% of them declared that they are employed (part time) following further studying and further studying (Figure 4):

Figure 4 - Graduates employment rate: total population (Kinh and Not Kinh groups)



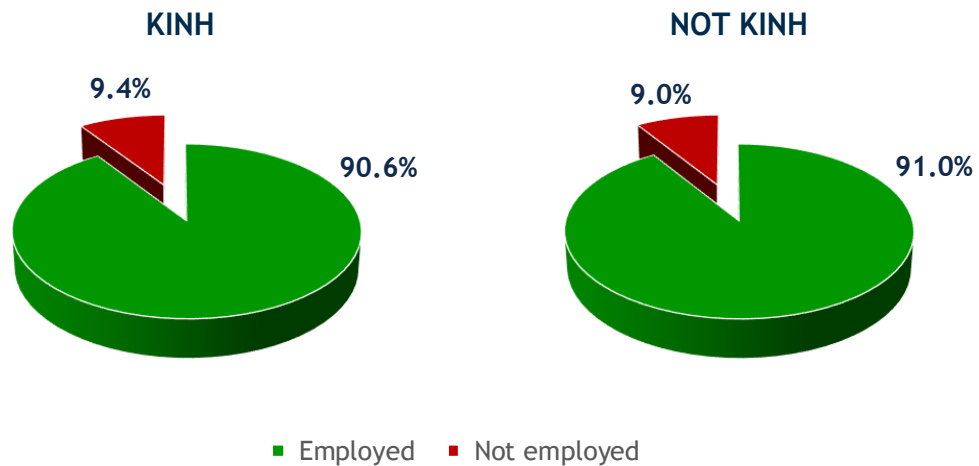
⁵ [Careers, competences and values of European higher education graduates in 2022 - Publications Office of the EU](#)

III.2 Graduates employment rate: ethnic group distribution

Comparing the employment status according to ethnic groups distribution (ethnic minority groups and Kinh), the Not Kinh groups are slightly more employed than their peers belonging to Kinh group. Please note that in the indicator “Employed” are included those graduates who declared “Employed and further studying” (as shown in Figure 4).

In any case, it can be stated that the unemployment rate among the two groups of graduates (Not Kinh and Kinh) is similar, staying at a value under 10% of unemployment rate (Figure 5):

Figure 5 - Graduates employment rate: total population



These indicators, surprisingly shows a higher employment rate among the graduates belonging to ethnic minority groups. This, again can be explained by a much higher rate of graduates who perform low quality jobs and higher self-employment rate.

III.3 Graduates employment rate: gender and ethnic group distribution

When we analyse the gender distribution, the graduates (male and female) belonging to ethnic minority groups (Not Kinh) are employed at 91.1%.

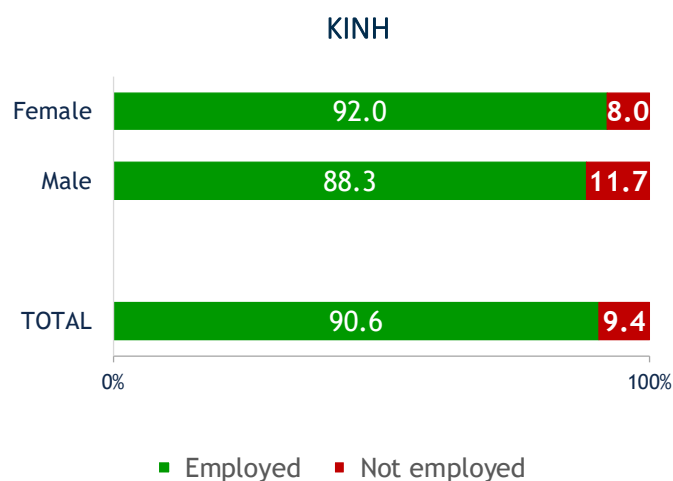
Among this graduate population, it is interesting to underline that the female have a higher employment rate than the male: in fact, the female are at 91.3% of employment rate, while the male are at 90.7%. while the graduates belonging to Kinh group are employed at 90.6%, as shown in Figure 6.

Figure 6 - Graduates employment rate: gender and Not Kinh groups



The male belonging to Kinh group have a lower employment rate than their peers from Not Kinh group, reaching “only” 88.3%. At contrary, the female belonging to Kinh group reach a higher employment rate than the female belonging to ethnic minority groups, reaching 92.0%, as can be seen in Figure 7.

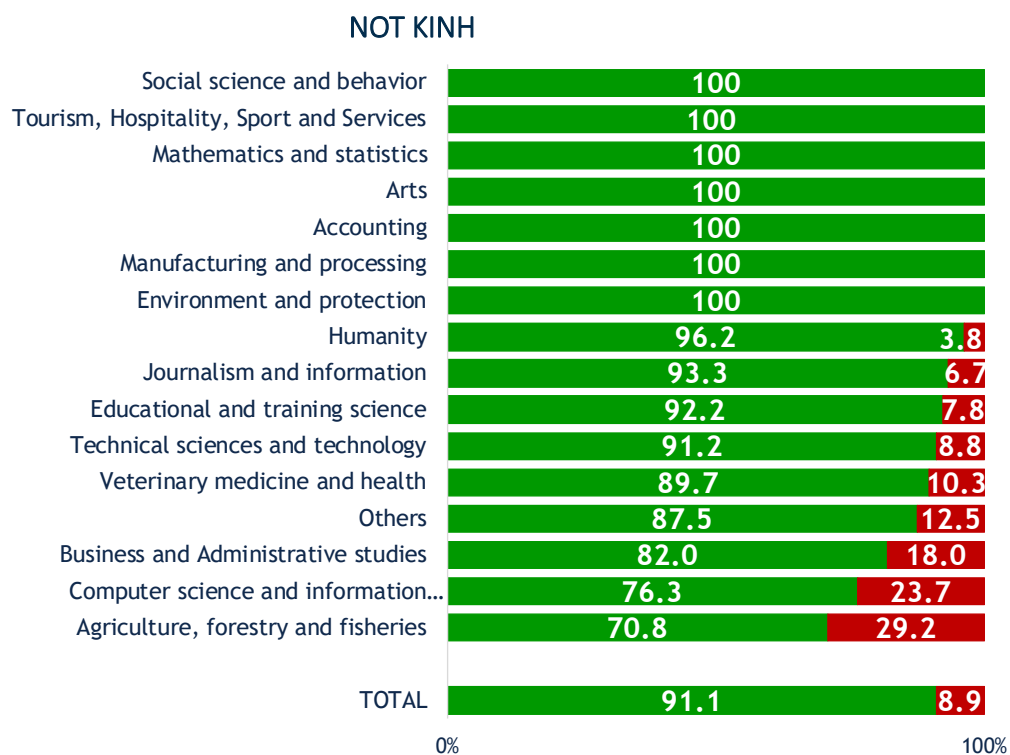
Figure 7 – Graduates employment rate: gender and Kinh group



III.4 Graduates employment rate: major and ethnic group distribution

When it comes to study fields, the Not Kinh groups graduated in Social Sciences, Tourism, Arts, Mathematics, Accounting, Manufacturing and Environment appears to have a robust effect that indicates a lower likelihood of being out of labour force, as can be seen in Figure 8.

Figure 8 - Graduates employment rate by major: Not Kinh groups



An important finding however is that there is a significant difference between Kinh and Not Kinh graduates in Environment and protection and Agriculture, forestry and fisheries. Despite the fact that Not Kinh groups are geographically located in agriculture areas, the Not Kinh groups reach only 70.8% of employment rate in that specific sector. A comparison of the two groups (Kinh and Not Kinh) considering the Major, can be seen in Table 1:

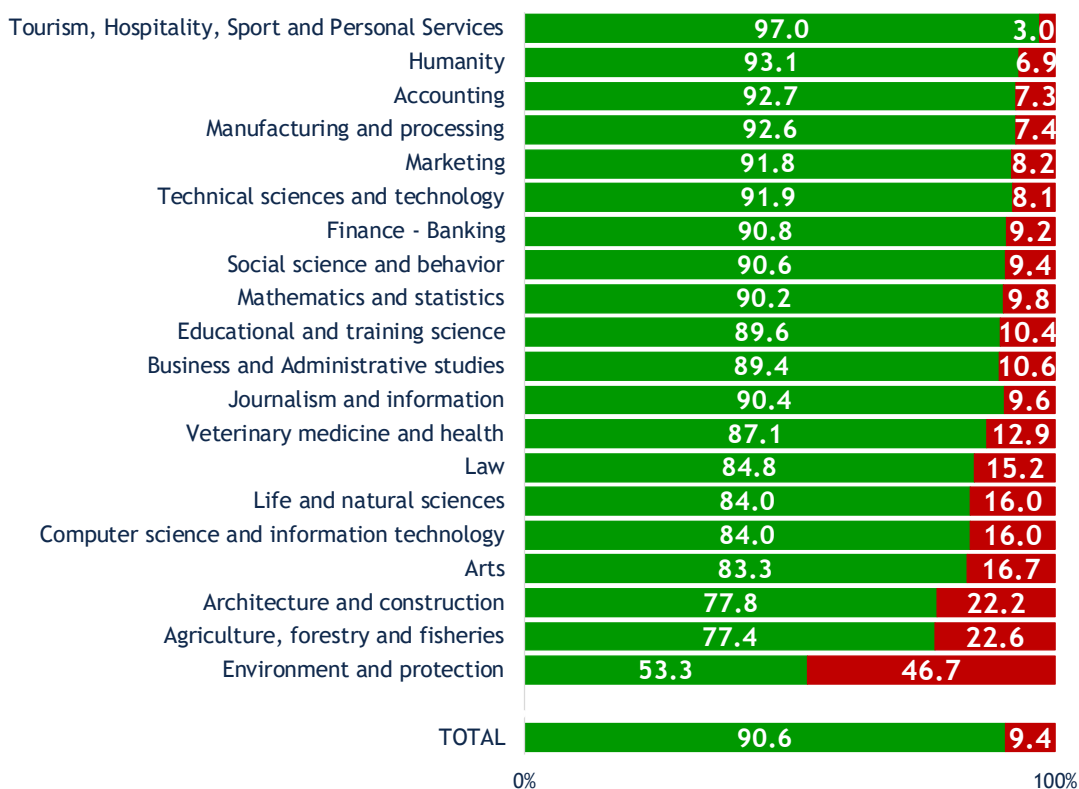
Table 1: Employment rate by Major: comparison

	KINH		NOT KINH	
	Employed	Not employed	Employed	Not employed
Tourism, Hospitality, Sport, Personal Serv.	97,0	3,0	100,0	0,0
Humanity	93,1	6,9	96,2	3,8
Accounting	92,7	7,3	100,0	0,0
Manufacturing and processing	92,6	7,4	100,0	0,0
Marketing	91,8	8,2	0,0	0,0
Technical sciences and technology	91,9	8,1	91,2	8,8
Finance - Banking	90,8	9,2	0,0	0,0
Social science and behavior	90,6	9,4	100,0	0,0
Mathematics and statistics	90,2	9,8	100,0	0,0
Educational and training science	89,6	10,4	92,2	7,8
Business and Administrative studies	89,4	10,6	82,0	18,0
Journalism and information	90,4	9,6	93,3	6,7
Veterinary medicine and health	87,1	12,9	89,7	10,3
Law	84,8	15,2	0,0	0,0
Life and natural sciences	84,0	16,0	0,0	0,0
Computer science and information technology	84,0	16,0	76,3	23,7
Arts	83,3	16,7	100,0	0,0
Architecture and construction	77,8	22,2	0,0	0,0
Agriculture, forestry and fisheries	77,4	22,6	70,8	29,2
Environment and protection	53,3	46,7	100,0	0,0
Others	100,0	0,0	87,5	12,5
TOTAL	90,6	9,4	91,1	8,9

During the awareness conference held at Thai Nguyen University – Lao Cai Campus, on 9-10 of September 2025, from the opened discussions emerged that there is a decreasing interest of Not Kinh graduates to work in Agriculture sector. They are targeting different and “easier” jobs.

Same trend was observed as well mong Kinh group, as can be seen in Figure 9. The speakers during the conference underlined that the trend of lack of graduates’ willingness to find jobs in Agriculture sector, can be observed also considering the decreasing number of new students enrolled in Agriculture Faculties/Departments.

Figure 9 - Graduates employment rate by major: Kinh group



III.5 Graduates employment rate: job activity sector and ethnic group distribution

A key topic of EMSIV Graduates employment status is the connection between higher education and the labour market. This connection is investigated in multiple ways, e.g. how type of institution, kind of degree, field of study, or learning activities are connected to labour market participation and labour market outcomes.

EMSIV Project data show some key differences between the two groups analysed: Kinh and Not Kinh. Main differences are observed among the female.

Figures 10 and 11 examine the two groups analysed considering the sector where the graduates are perform their jobs. If more than half of the female belonging to Kinh group are working in private sector (Figure 10), only 39.6% of Not Kinh female are working in that specific sector, with a gap of 15.0%.

Self-employment is much more common among the Not Kinh groups, both male and female. The gap is much more evident among the female: if among Kinh female only 9.8% are involved in self-employed activities, the Not Kinh female reach 33.0%! This high gap can be explained considering the geographical location of such groups. The female are often involved in micro-

sized business, often facing barriers like limited access to resources, training and social support systems. A large portion of rural female's enterprises are in retail, food and beverage services and apparel manufacturing. The female from rural areas are vital economic agents who contribute to family income and community growth, often through these entrepreneurial activities. Many rural self-employed female work as "own-account" workers, meaning they run their businesses without employees, a common feature in the informal sector.

Initiatives focus on increasing productivity by providing training, improving access to technology, and addressing the unequal access to resources and services faced by rural female entrepreneurs.

Figure 10 - Kinh graduate employment: job activity sector

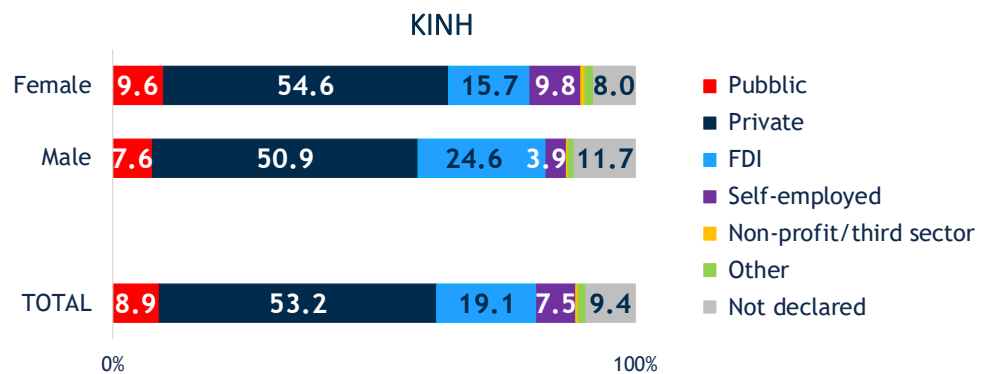
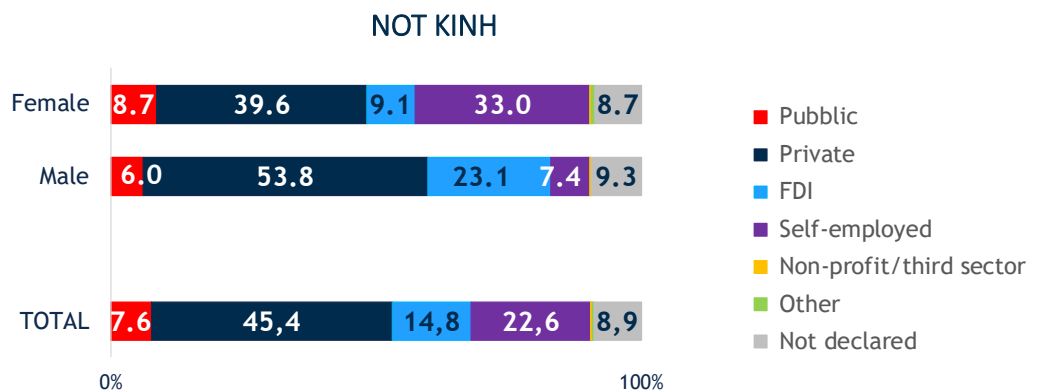


Figure 11 - Not Kinh graduates employment: job activity sector



III.6 Graduates employment rate: job location and ethnic group distribution

The job location considering “national” and “abroad” labour markets, there can be seen differences between the two analysed groups (Figures 12 and 13). The male Kinh group seems to find easier jobs abroad (0.5%) while their peers (Not Kinh male) declared their job abroad in a percentage of 0.8.

Figure 12 - Kinh graduate employment: job location

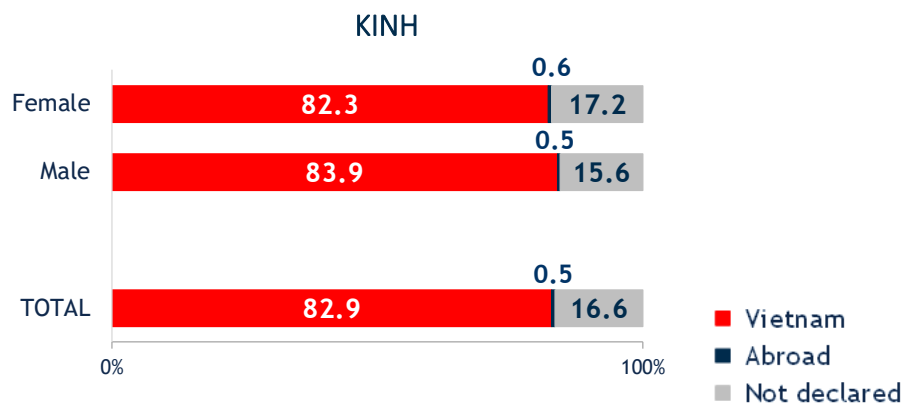
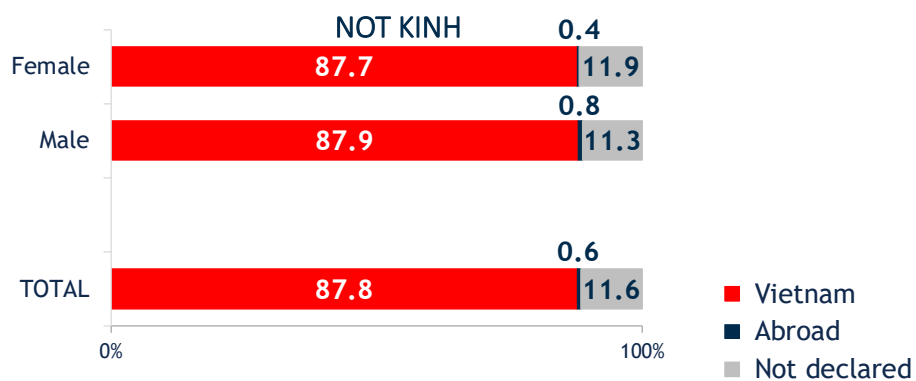


Figure 13 - Not Kinh graduate employment: job location



During the event organized at Thai Nguyen University at Lao Cai campus, from the Focus Group session emerged that the students and graduates are not familiarized with the global platforms for positions abroad and emerged also their willingness to remain in their native locations.

CONCLUSIONS

The aim of this report is to give a detailed picture about employment status of young graduates belonging to ethnic minority groups, belonging to the four Higher Education Institutions partner of the EMSIV Project: Hanoi University, Thai Nguyen University, Tay Nguyen University and Nha Trang University. The analysis of main indicators related to the employment status of graduates belonging to ethnic minority groups, can provide useful insights not only for the HEIs involved in the project, but to all educational institutions in improving their training programs, as well as for policy makers to compose action plans to improve employability of young people in the future, with a special attention to the ethnic minority groups.

The analysis of the employment status of ethnic minority groups demonstrates that majority of 2023 graduates are employed. The type of degree has a significant influence on the employment rate. Other factors that illustrate employment status of new graduates like job activity sector, job location, etc. have been also analysed.

Regarding the quality of tracking measures, there are different elements to be considered. The key limitations include the lack of contact details and in some cases a not high response rate. High no response rates are the most common difficulty faced in the implementation of graduate surveys. In addition, low response rates hinder the analysis of disaggregated data for particular graduate subgroups (e.g. graduates from different programs or with different socio-economic backgrounds). Despite these, comparing with European experiences in graduate tracking processes, where the response rate stays normally between 10.0% and 20.0%, in Vietnam it was achieved an extraordinary result regarding the graduates' response rate (more than 80.0%).

In conclusion, similar European initiatives implemented in Vietnam (MOTIVE, 2023) reached similar conclusions regarding the role of state: the state needs to forecast human resource demand, avoid imbalances in the labour market and try to implement the appropriate policies considering all these differences. On the basis of information sources and updated data on short, medium and long-term recruitment needs, universities will develop training plans for their units according to market needs. Along with the current development of technology, it is really necessary to create an electronic job exchange model that connects smart jobs on electronic applications. Thereby creating an easy opportunity for meeting between businesses wishing to recruit and students who are looking for jobs.

The Higher Education Institutions are trying to implement the model of joint training, training, implementation of topics, projects together with enterprises. In this context, one of the main sustainable outcomes of the EMSIV Project is represented by the cooperation among HEIs and business community, in order to allow as much as possible and increase the opportunities also for students and graduates belonging to ethnic minority groups to experience the practical environment and practice and a closer coordination between the school and the employer. In addition to the agreements of future cooperation paths established between HEIs and companies, the role of HEIs is also to organize regular job fairs to create bridges for businesses and students/graduates.

As a specific policy issue, we can mention the question that comes out often: “What helps higher education graduates to achieve a matching job?” As a matching job is usually associated with important advantages such as higher income or higher job satisfaction.

Regarding this topic an enhancement of dialog between higher education sector and business community is needed, in order to better understand and analyse topics as vertical mismatch and/or overeducation.

The findings presented in the current report serve as a testament to the successful collection of data that can be effectively compared across Higher Education graduate cohorts. The analysis made in the framework of EMSIV project is one of the first its kind: an analysis of labour outcomes of graduates belonging to ethnic minority groups. The results not only provide valuable insights but also hold significance for shaping policy agendas, as detailed information on important matters is provided in the framework of other project results as well. More specifically, the EMSIV Project observed and analysed main indicators as gender distribution, employment rate, unemployment rate, job activity sector, job location, etc. This in-depth examination of the data produces valuable information that can inform decision-makers, guide policy development, and enhance our understanding of the various aspects of graduates’ transition from education to labour market, with a particular emphasis on ethnic minority graduates.

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ANNEX I – VIETNAMESE ETHNIC GROUPS

1	Bana	19	Hà nhì	37	Nùng
2	Bố y	20	Hoa	38	Ơ đư
3	Brâu	21	Hrê	39	Pà thên
4	Bru-vân kiêu	22	Kháng	40	Phù lá
5	Chăm	23	Khmer	41	Pu péo
6	Chơ ro	24	Khơ mú	42	Ra glay
7	Chu-ru	25	La chí	43	Rơ măm
8	Chứt	26	La ha	44	Sán chay
9	Co	27	La hủ	45	Sán diu
10	Cơ ho	28	Lào	46	Si la
11	Cờ lao	29	Lô lô	47	Tà ôi
12	Cơ tu	30	Lự	48	Tày
13	Cống	31	Mạ	49	Thái
14	Dao	32	Mảng	50	Thổ
15	Ê-đê	33	Mnông	51	Xinh mun
16	Gia rai	34	Mông	52	Xơ đăng
17	Giáy	35	Mường	53	Xtiêng
18	Gié-triêng	36	Ngái	54	Kinh

ANNEX II – VIETNAMESE GRADUATION RANKING

How to calculate the grade of academic achievement according to the letter scale

The ranking of university academic achievement according to the letter scale is assessed as follows:

- Grade A: from 8.5-10: Excellent
- Grade B+: from 8.0 – 8.4: Pretty good
- Grade B: from 7.0 – 7.9: Good
- Grade C+: from 6.5 to 6.9: Fairly average
- Grade C: from 5.5 – 6.4: Average
- Grade D+: from 5.0 to 5.4: Weak average
- Grade D: from 4.0 – 4.9: Weak
- Grade F: below 4.0: Poor

How to determine graduation ranking on a letter scale

Corresponding to each letter, score of each course will be converted to the score as follows:

- A corresponds to 4
- B+ corresponds to 3.5
- B corresponds to 3
- C+ corresponds to 2.5
- Point C corresponds to 2
- D+ corresponds to 1.5
- D corresponds to 1
- Point F corresponds to 0

Based on the cumulative GPA, students' graduation ranking is classified into the following categories:

High Distinction: Cumulative GPA between 3.60 and 4.00

Distinction: Cumulative GPA from 3.20 to 3.59

Merit: Cumulative GPA between 2.50 and 3.19

Average: Cumulative Overall GPA between 2.00 and 2.49

ANNEX III – CLASSIFICATION OF EDUCATION AT BACHELOR’S DEGREE LEVEL

THE MINISTRY OF
VIETNAM
EDUCATION AND
TRAINING

SOCIALIST REPUBLIC OF
Independence - Freedom - Happiness

No. 24/2017/TT-BGDĐT
2017

Hanoi, October 10,

CIRCULAR

PROMULGATING LEVEL-FOUR CLASSIFICATION OF EDUCATION AT BACHELOR’S DEGREE LEVEL

3. The level-four classification of education at bachelor’s degree level Code Description

714 Education Science and Teacher-Training	7140231 English language pedagogy
71401 Education science	7140232 Russian language pedagogy
7140101 Pedagogy	7140233 French language pedagogy
7140114 Education management	7140234 Chinese language pedagogy
71402 Teacher-Training	7140235 German language pedagogy
7140201 Preschool education	7140236 Japanese language pedagogy
7140202 Primary education	7140237 Korean language pedagogy
7140203 Special education	7140245 Fine art pedagogy
7140204 Civics	7140246 Technology pedagogy
7140205 Political education	7140247 Natural science pedagogy
7140206 Physical education	7140248 Legal education
7140207 Sports training	71490 Other
7140208 National defence education	
7140209 Mathematics pedagogy	721 Art
7140210 Informatics pedagogy	72101 Fine art
7140211 Physics pedagogy	7210101 Fine art history, theory and criticism
7140212 Chemistry pedagogy	7210103 Painting
7140213 Biology pedagogy	7210104 Graphics
7140214 Industrial engineering pedagogy	7210105 Sculpture
7140215 Agricultural engineering pedagogy	7210107 Pottery
7140217 Literature pedagogy	7210110 Urban art
7140218 History pedagogy	72102 Performing art
7140219 Geography pedagogy	7210201 Musicology
7140221 Music pedagogy	7210203 Musical composition
7140222 Fine art pedagogy	7210204 Conducting
7140223 Bahnar language pedagogy	7210205 Vocal music
7140224 Rade language pedagogy	7210207 Western musical instrument performing
7140225 Jarai language pedagogy	7210208 Piano
7140226 Khmer language pedagogy	7210209 Jazz
7140227 Hmong language pedagogy	7210210 Traditional musical instrument performing
7140228 Cham language pedagogy	7210221 Stage history, theory and criticism
7140229 Mmong language pedagogy	7210225 Playwriting
7140230 Sedang language pedagogy	7210226 Stage actor

7210227 Stage director
 7210231 Film-television theory, history and criticism
 7210233 Screenwriting
 7210234 Drama – film actor
 7210235 Film-television director
 7210236 Cameraman
 7210241 Dance history, theory and criticism
 7210242 Dancer
 7210243 Choreographer
 7210244 Dance teaching
 72103 Audiovisual art
 7210301 Photography
 7210302 Film-television technology
 7210303 Sound-lighting design
 72104 Applied arts
 7210402 Industrial design
 7210403 Graphic design
 7210404 Fashion design
 7210406 Stage and film design
 72190 Other

 722 Humanities
 72201 Vietnamese language and culture
 7220101 Vietnamese and Vietnamese culture
 7220104 Sino-Vietnamese characters
 7220105 Jari language
 7220106 Khmer language
 7220107 Hmong language
 7220108 Cham language
 7220110 Literary composition
 7220112 Vietnamese ethnic minority culture
 72202 Foreign language, literature and culture
 7220201 English language
 7220202 Russian language
 7220203 French language
 7220204 Chinese language
 7220205 German language
 7220206 Spanish language
 7220207 Portuguese language
 7220208 Italian language
 7220209 Japanese language
 7220210 Korean language
 7220211 Arabic language
 72290 Other
 7229001 Philosophy
 729008 Scientific socialism
 7229009 Religious studies
 7229010 History
 7229020 Linguistics
 7229030 Literature
 7229040 Cultural studies
 7229042 Culture management
 7229045 Family studies

 731 Social and behavioural science
 73101 Economics
 7310101 Economics
 7310102 Political economy
 7310104 Investment economics
 7310105 Development economics

 7310106 International economics
 7310107 Economy statistics
 7310108 Mathematical economics
 73102 Political science
 7310201 Politics
 7310202 Communist party and state government building
 7310205 Public administration
 7310206 International relations
 73103 Sociology and Humanity
 7310301 Sociology
 7310302 Humanity
 73104 Psychology
 7310401 Psychology
 7310403 Educational psychology
 73105 Geography
 7310501 Geography
 73106 Area studies
 7310601 International studies
 7310602 Asian studies
 7310607 Pacific studies
 7310608 Oriental studies
 7310612 Chinese studies
 7310613 Japanese studies
 7310614 Korean studies
 7310620 Southeast Asian studies
 7310630 Vietnamese studies
 73190 Other

 732 Journalism and reporting
 73201 Journalism and reporting
 7320101 Journalism
 7320104 Multimedia communications
 7320105 Mass communication
 7320106 Communications technology
 7320107 International communications
 7320108 Public relations
 73202 Information - Library
 7320201 Information - Library
 7320205 Information management
 73203 Document – Archive - Museum
 7320303 Archival science
 7320305 Museology
 73204 Publishing - Releasing
 7320401 Releasing
 7320402 Publication business
 73290 Other

 734 Business and administration
 73401 Business
 7340101 Business administration
 7340115 Marketing
 7340116 Real estate
 7340120 International business
 7340121 Commercial business
 7340122 Electronic commerce
 7340123 Fashion and garment business
 73402 Finance – Banking - Insurance
 7340201 Finance - Banking
 7340204 Insurance

73403 Accounting - Auditing
 7340301 Accounting
 7340302 Auditing
 73404 Administration – Management
 7340401 Management science
 7340403 Public management
 7340404 Human resource administration
 7340405 Management information system
 7340406 Office administration
 7340408 Labour relation
 7340409 Project management
 73490 Other

738 Law
 73801 Law
 7380101 Law
 7380102 Constitutional law and administrative law
 7380103 Civil law and civil procedure law
 7380104 Penal law and criminal procedure law
 7380107 Economics law
 7380108 International law
 73890 Other

742 Life science
 74201 Biology
 7420101 Biology
 74202 Applied biology
 7420201 Biotechnology
 7420202 Bioengineering
 7420203 Applied biology
 74290 Other

744 Natural science
 74401 Physical science
 7440101 Astronomy
 7440102 Physics
 7440106 Atomic and nuclear physics
 7440110 Mechanics
 7440112 Chemistry
 7440122 Materials science
 74402 Earth science
 7440201 Geology
 7440212 Cartographic studies
 7440217 Natural geography
 7440221 Meteorology and climatology
 7440224 Hydrography
 7440228 Oceanography
 74403 Environmental science
 7440301 Environmental science
 74490 Other

746 Mathematics and statistics
 74601 Mathematics
 7460101 Mathematics
 7460107 Computational science
 7460112 Applied mathematics
 7460115 Mathematical mechanic
 7460117 Mathematics and Computer Science
 74602 Statistics
 7460201 Statistics
 74690 Other

748 Computer science and information technology
 74801 Computer
 7480101 Computer science
 7480102 Networking and data communication
 7480103 Software techniques
 7480104 Information system
 7480106 Computer engineering
 7480108 Computer engineering technology
 74802 Information technology
 7480201 Information technology
 7480202 Information security
 74890 Other

751 Engineering
 75101 Architectural engineering and construction
 7510101 Architectural engineering
 7510102 Construction work engineering
 7510103 Construction engineering
 7510104 Traffic engineering
 7510105 Building material engineering
 75102 Mechanical engineering
 7510201 Mechanical engineering
 7510202 Machine making
 7510203 Mechanic-electronics
 7510205 Automobile engineering
 7510206 Thermal engineering
 7510207 Marine engineering
 7510211 Industrial maintenance
 75103 Electrical, electronic and communications engineering
 7510301 Electrical and electronic engineering
 7510302 Electronic and communications engineering
 7510303 Control and automation engineering
 75104 Chemistry, materials, metallurgy and environment technology
 7510401 Chemical engineering
 7510402 Materials technology
 7510406 Environmental engineering
 7510407 Nuclear engineering
 75106 Industrial management
 7510601 Industrial management
 7510604 Industrial economy
 7510605 Logistics and Supply chain management
 75107 Oil and gas technology and extraction
 7510701 Oil and gas technology and extraction
 75108 Printing engineering
 7510801 Printing engineering
 75190 Other

752 Engineering
 75201 Engineering mechanics and Mechanical engineering
 7520101 Mechanical engineering
 7520103 Engineering mechanics
 7520114 Mechanic-electronics engineering
 7520115 Thermal engineering
 7520116 Dynamics mechanical engineering
 7520117 Industrial engineering
 7520118 Industrial system engineering
 7520120 Aeronautical engineering
 7520121 Space engineering
 7520122 Marine engineering

7520130 Automobile engineering
 7520137 Printing engineering
 75202 Electrical, electronic and communications engineering
 7520201 Electrical engineering
 7520204 Radar and navigation engineering
 7520205 Sonar engineering
 7520206 Oceanographic engineering
 7520207 Electronic and communications engineering
 7520212 Biomedical engineering
 7520216 Control and automation engineering
 75203 Chemistry, materials, metallurgy and environment engineering
 7520301 Chemical engineering
 7520309 Materials engineering
 7520310 Metal materials engineering
 7520312 Textile technique
 7520320 Environmental engineering
 75204 Engineering physics
 7520401 Engineering physics
 7520402 Nuclear engineering
 75205 Geotechnical, geophysics and geodesic engineering
 7520501 Geotechnical engineering
 7520502 Geophysics engineering
 7520503 Geodesic engineering
 75206 Mining engineering
 7520601 Mining engineering
 7520602 Exploration and survey engineering
 7520604 Petroleum engineering
 7520607 Screening engineering
 75290 Other
 754 Manufacturing and processing
 75401 Cereal, food and drink processing
 7540101 Food technology
 7540102 Food engineering
 7540104 Postharvest technology
 7540105 Fishery processing technology
 7540106 Food quality assurance and safety
 75402 Manufacturing and processing of textile and garment, footwear and leather
 7540202 Textile technology
 7540203 Textile and garment material technology
 7540204 Textile and garment technology
 7540206 Leather and footwear technology
 75490 Other
 7549001 Forest product processing technology
 758 Architecture and construction
 75801 Architecture and planning
 7580101 Architecture
 7580102 Landscape architecture
 7580103 Interior architecture
 7580104 Urban architecture
 7580105 Urban planning
 7580106 Urban management and construction
 7580108 Interior design
 7580111 Preservation of architectural – urban heritage
 7580112 Urban studies
 75802 Construction
 7580201 Construction engineering
 7580202 Waterworks engineering
 7580203 Marine work engineering
 7580205 Traffic work engineering
 7580210 Infrastructure engineering
 7580211 Geotechnical construction
 7580212 Water resources engineering
 7580213 Water supply and drainage engineering
 75803 Construction management
 7580301 Construction economy
 7580302 Construction management
 75890 Other
 762 Agriculture, forestry and fishery
 76201 Agriculture
 7620101 Agriculture
 7620102 Agricultural extension
 7620103 Soil science
 7620105 Animal husbandry
 7620109 Agronomy
 7620110 Crop science
 7620112 Plant protection
 7620113 Horticulture and landscape technology
 7620114 Agricultural business
 7620115 Agricultural economics
 7620116 Rural development
 76202 Forestry
 7620201 Forestry studies
 7620202 Urban forestry
 7620205 Silviculture
 7620211 Forest resources management
 76203 Fishery
 7620301 Aquaculture
 7620302 Fisheries pathology
 7620303 Fishery science
 7620304 Fishing
 7620305 Fishery management
 76290 Other
 764 Veterinary
 76401 Veterinary
 7640101 Veterinary
 76490 Other
 772 Health
 77201 Medicine
 7720101 Medicine
 7720110 Preventive medicine
 7720115 Traditional medicine
 77202 Pharmacy
 7720201 Pharmacy
 7720203 Medicinal chemistry
 77203 Nursing and midwifery
 7720301 Nursing
 7720302 Midwifery
 77204 Nutrition
 7720401 Nutrition
 77205 Orthodontics (Dentistry)
 7720501 Orthodontics
 7720502 Dental prosthesis
 77206 Medical engineering
 7720601 Medical examination engineering
 7720602 Medical imaging techniques

7720603 Rehabilitation techniques	7860204 Antiaircraft commander
77207 Public health	7860205 Artillery commander
7720701 Public health	7860206 Armored vehicle commander
77208 Health management	7860207 Commando
7720801 Health organization and management	7860214 Border defence
7720802 Hospital management	7860217 Military intelligence
77290 Other	7860218 Military logistics
7729001 Biomedical Engineering in Sports Medicine	7860220 Information commander
776 Social services	7860222 Grassroots military
77601 Social work	7860220 Engineering commander
7760101 Social work	7860226 Antiaircraft tech commander
7760102 Youth work	7860227 Armored vehicle tech commander
8760103 Education for people with disabilities	7860228 Engineer tech commander
77690 Other	7860229 Chemical tech commander
781 Tourism, hotel, sports and personal services	7860231 Technical reconnaissance
78101 Tourism	7860232 Navy tech commander
7810101 Tourism	7860233 Electronic warfare tech commander
7810103 Tourism and travel administration	78690 Other
78102 Hotels and restaurants	790 Other
7810201 Restaurant administration	
7810202 Restaurant administration and food and beverage services	
78103 Sports	
7810301 Sports management	
78105 Home economics	
7810501 Home economics	
78190 Other	
784 Transport services	
78401 Transport operation	
7840101 Transport operation	
7840102 Flight operation management	
7840104 Transport economics	
7840106 Marine science	
78490 Other	
785 Environment and environment protection	
78501 Resources and environment management	
7850101 Resources and environment management	
7850102 Natural resources economics	
7850103 Land management	
78502 Occupational safety and industrial hygiene	
7850201 Personal protective equipment	
78590 Other	
786 Security and national defense	
78601 Security and social order	
7860101 Security reconnaissance	
7860102 Police reconnaissance	
7860104 Criminal investigation	
7860108 Criminalistics	
7860109 State monitoring in security and order	
7860110 Traffic safety and order management	
7860111 Criminal judgment enforcement and judicial assistance	
7860112 People's public security commander	
7860113 Fire safety, firefighting and rescue	
7860116 People's police logistics	
7860117 Security intelligence	
78602 Military	
7860201 Infantry commander	
7860202 Navy commander	
7860203 Air force commander	