

# Developing ICT Talent to Accelerate Digital Transformation



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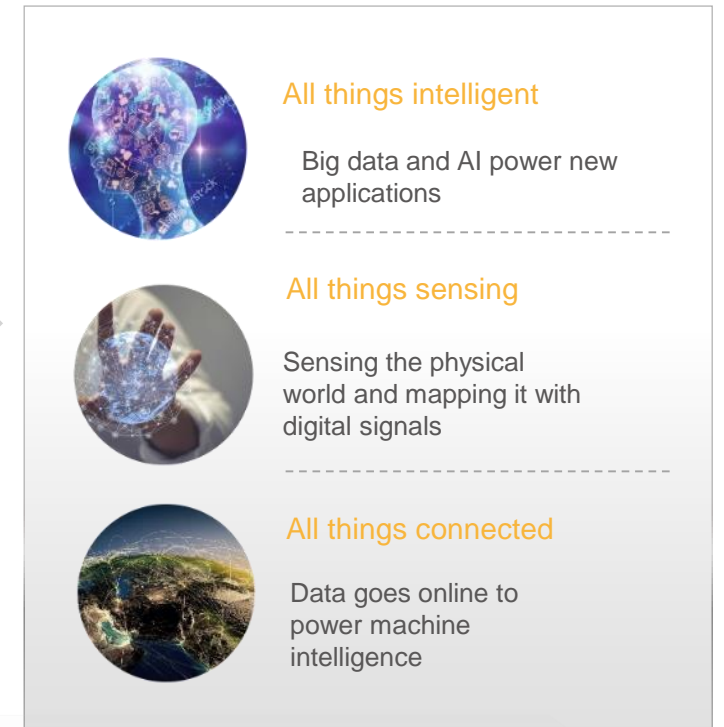
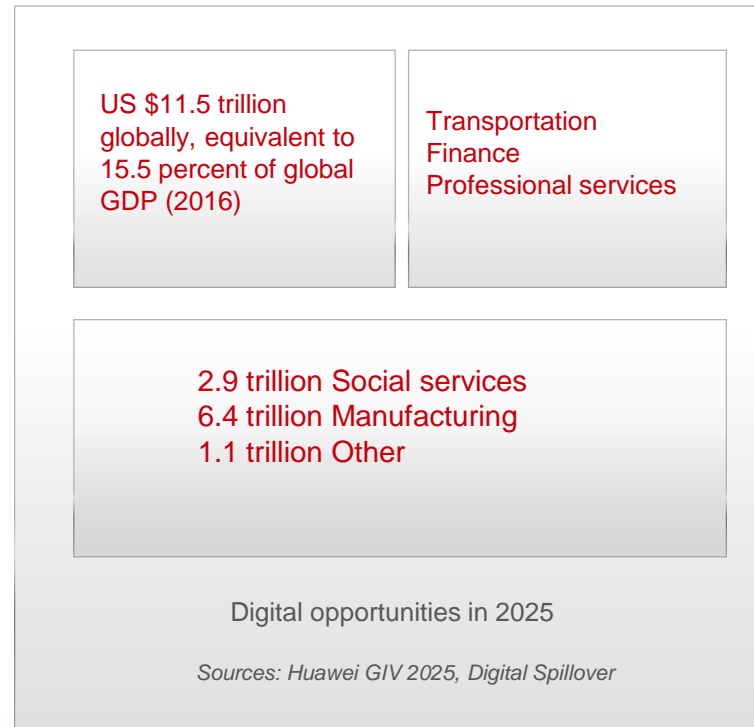


# The 4th industrial revolution is accelerating our pace towards an intelligent world

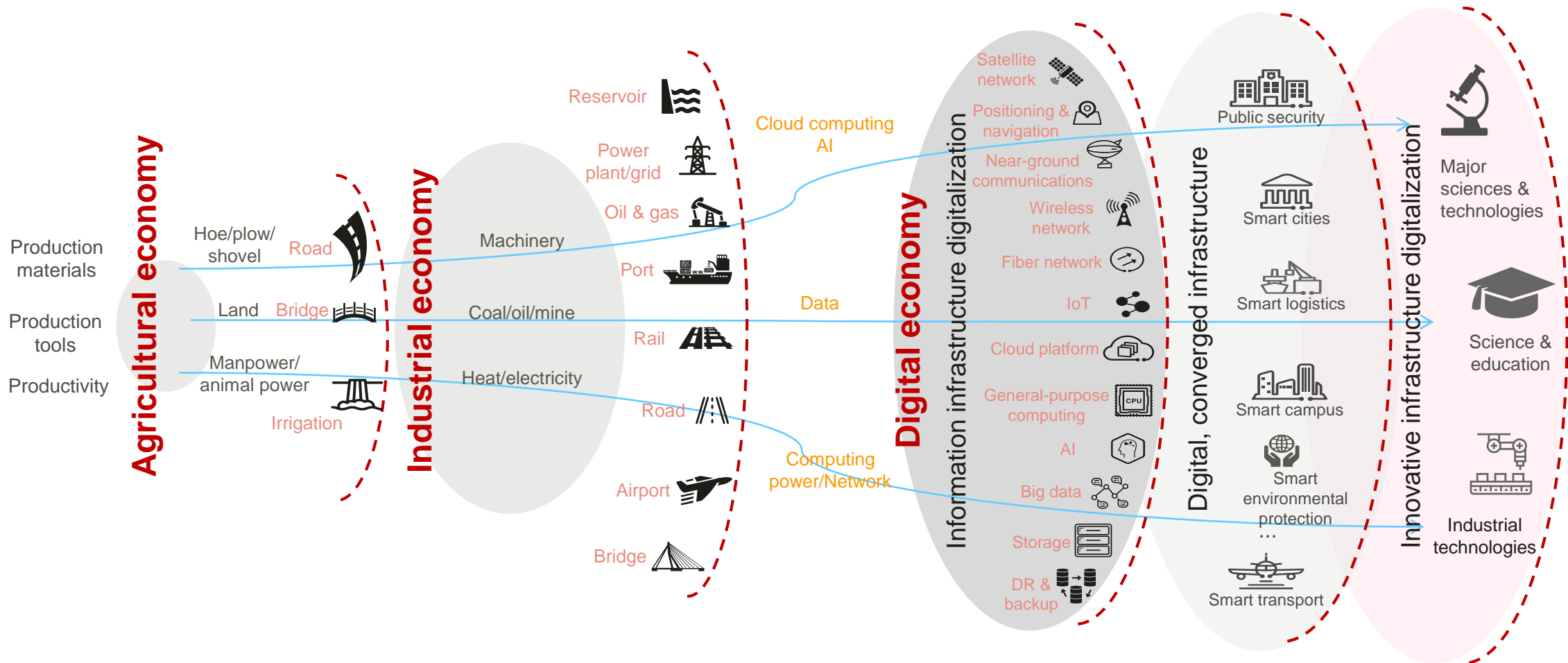
## The 4th industrial revolution

## Digitalization across industries

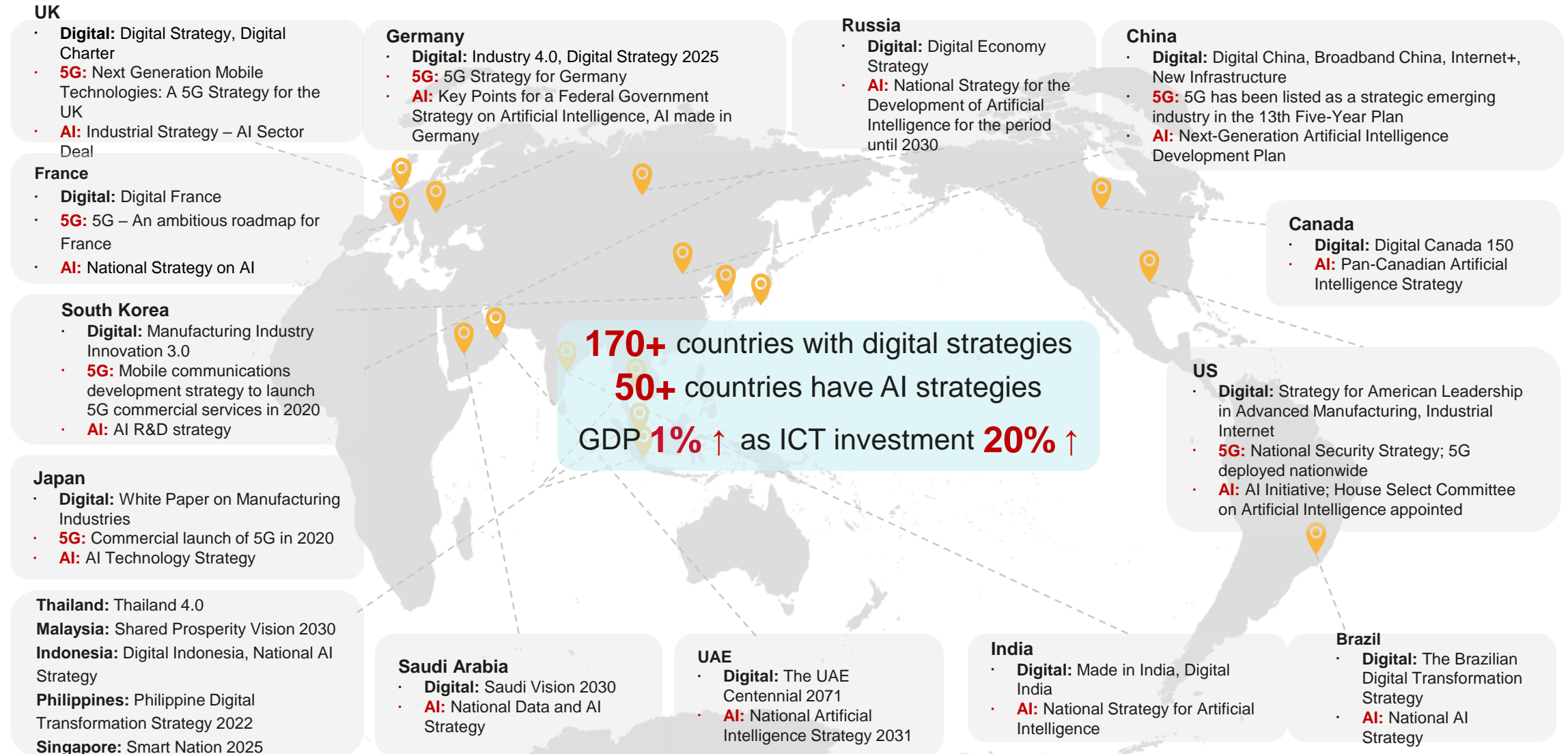
## Intelligent world



# Core factors of production such as data and computing power are triggering industry transformations and driving new economic models



# 170+ countries have digital strategies



# Future will see gap in ICT talent

## Talent gap

### Urgent demand for ICT talent



#### Quantity

A World Bank study estimated that there will be a **10-million** ICT talent gap in the next decade.



#### Structure

There is a lack of high-end innovative talent, applied talent, and professional talent.



#### Emerging fields

70% of the ICT talent gap will be in emerging fields such as cloud, big data, IoT, and AI.

## Competence model

### Higher ICT talent requirements



#### Integral skills

Business and technical talent need to collaborate. Skills development is comprehensive, focused on both industry know-how as well as business analysis and decision-making.



#### Project experience

Personnel need to possess extensive project experience and the ability to cope with complex technical situations.



#### Professional background

Staff receives systematic career coaching and obtain valuable authoritative certificates.

Continuous network evolution

Technological innovation and upgrade

Increasingly diverse applications

# Supporting the sustainability of the digital economy

## Challenges improving creating (innovation) of digital technologies

**Talent:** Lack of highly productive local talents with advanced digital skills due to insufficient push in technology upgrading, education reform or incentives to retain talents

**Funding:** Not attractive to venture capitalists due to small potential markets or poor business environment; or lack of government funding

**Regulation:** Monopoly/oligopoly still exists due to insufficient market competition

**Innovation environment:** Lack of an atmosphere/culture/collaboration mechanism conducive to entrepreneurship, such as an innovation hub that fosters technological entrepreneurship

Full findings of the study to be released on September 29, 30

## Bridging the digital gender gap

Promote the recruitment of women in jobs related to the digital economy and in higher productivity occupations. Policies and programs for training and accreditation and digital inclusion for women and young people need to be promoted.

## Bridging economic gaps

It is also essential to promote the development of basic digital skills, not only during basic education, but also as a central part of lifelong learning strategies (UNESCO, 2021).

(Economic Study of Latin America and the Caribbean Labor dynamics and employment policies for a sustainable and inclusive recovery beyond the crisis of COVID-19, ECLAC, 2021)

# The Digital Agenda for Latin America and the Caribbean (eLAC2020)

## 7 Areas

1. Digital infrastructure, 2. Digital transformation and digital economy, 3. Regional digital market, 4. Digital government, **5. Inclusive Digital Culture and digital skills**, 6. Emerging technologies for sustainable development, 7. Governance for the information society,

## Objectives in area 5:

## Inclusive Digital Culture and digital skills

Objective 15: To promote the development and incorporation of digital and computational thinking skills in teaching-learning processes, by updating curriculum content, according to the capabilities that will require activities of the future.

Goal 16: Strengthen advanced digital, technical and professional skills, as well as provide incentives for companies and governments to continuously train their workers and improve productivity and efficiency.

Objective 17: Promote the production, supply and use of digital content, goods and services as a necessary condition for the inclusion of disabled and elderly people in the information society, especially for work, education, access to justice, public services and smart cities.

Objective 18: Massify access to digital services and the production and supply of content, leaving no one behind.

Goal 19: Promote a digital culture that encourages inhabitants to develop digital skills and competencies for the innovative, safe and responsible use of ICT for peaceful online coexistence.

# Integrated approach that encompasses different aspects and actors

## Actors involved

Infrastructure providers

Education and training centers

Policies and government

Chambers and other private entities

## Aspects of skills development

Insight and high level planning

Role design and skill map

Learning map, course system

Implementation and certification

ECLAC (2018)





# Talent Ecosystem

Education

Industry

Public

# Building a talent ecosystem and improving digital skills for the society sustainable development

## Industry

Cultivate digital talent  
Facilitate the industry digital transformation

- **Clients:** 680+
- **Huawei training instructors:** 800+
- **Training centers:** 45+
- **Talent development projects:** 170+
- **Developed courses:** 2000+
- **Certified customers:** 20,000+

## Education

Align industry and academia  
Committed to a fair and high quality education

- **Huawei ICT academies:** 1500+
- **Huawei ICT academy instructors:** 3000+
- **Job fairs:** 100+
- **The 5th Huawei ICT Competition:** 82 countries, 2000+ universities, 150,000+ students
- **Certified students:** 110,000+

## Public

Promote digital literacy  
Enhance talents sustainable competitiveness

- **HALPs:** 100+
- **Huawei certified systems Instructors:** 1000+
- **MOOCs:** 240+
- **Certified partners:** 130,000+
- **Certified publics:** 50,000+

Huawei Talent Online Platform + Huawei Certification/Courses/Textbooks + Huawei ICT Competition/Job Fair



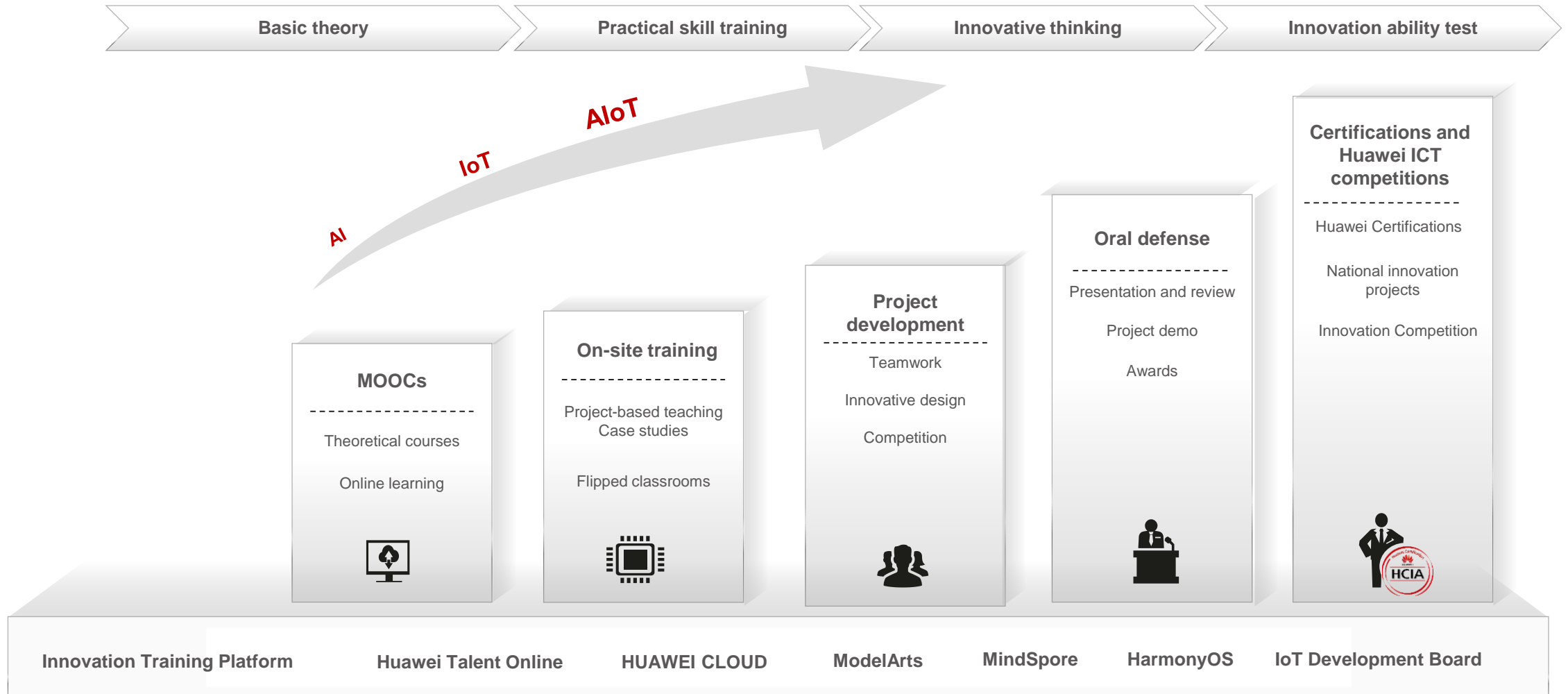
## 3. Talent Ecosystem

Education

Industry

Public

# Driving innovation and entrepreneurship in colleges and universities



# Promoting educational equity with international organizations

**UNESCO**  
Promote projects and develop expert resources



United Nations Educational, Scientific and Cultural Organization  
联合国教育科学及文化组织

International Centre for Higher Education Innovation under the auspices of UNESCO  
联合国教科文组织高等教育创新中心

United Nations Educational, Scientific and Cultural Organization  
联合国教育科学及文化组织

UNESCO Institute for Information Technologies in Education  
联合国教科文组织教育信息技术研究所



- ICHEI — IIEO Platform Cooperation
- IITE — Develop courses in English and other languages
- Signed the TECH4ALL framework agreement
- UNESCO Africa office — Africa1000 Project

**ITU-D**  
Deliver training on AI and collaborate on capability standards




ITU Academy  
Empowering minds

**Centres of Excellence**



- Signed a framework agreement with ITU-D in 2019
- Delivered two AI training sessions at Geneva HQ
- Enabled regional CoE training center and cooperated on course resources

**IFEES/GEDC**  
Build engineering education networks and expert resources



IFEES

11 YEARS  
**GEDC**  
Global Engineering Degree Council



- Became a member of in 2019
- 2019 GEDC Industry Forum in Paris and IFES Annual Conference in Chile
- Co-hosted two "Learn ON" online education seminars in 2020

# Huawei ICT Competition: Promoting learning and teaching





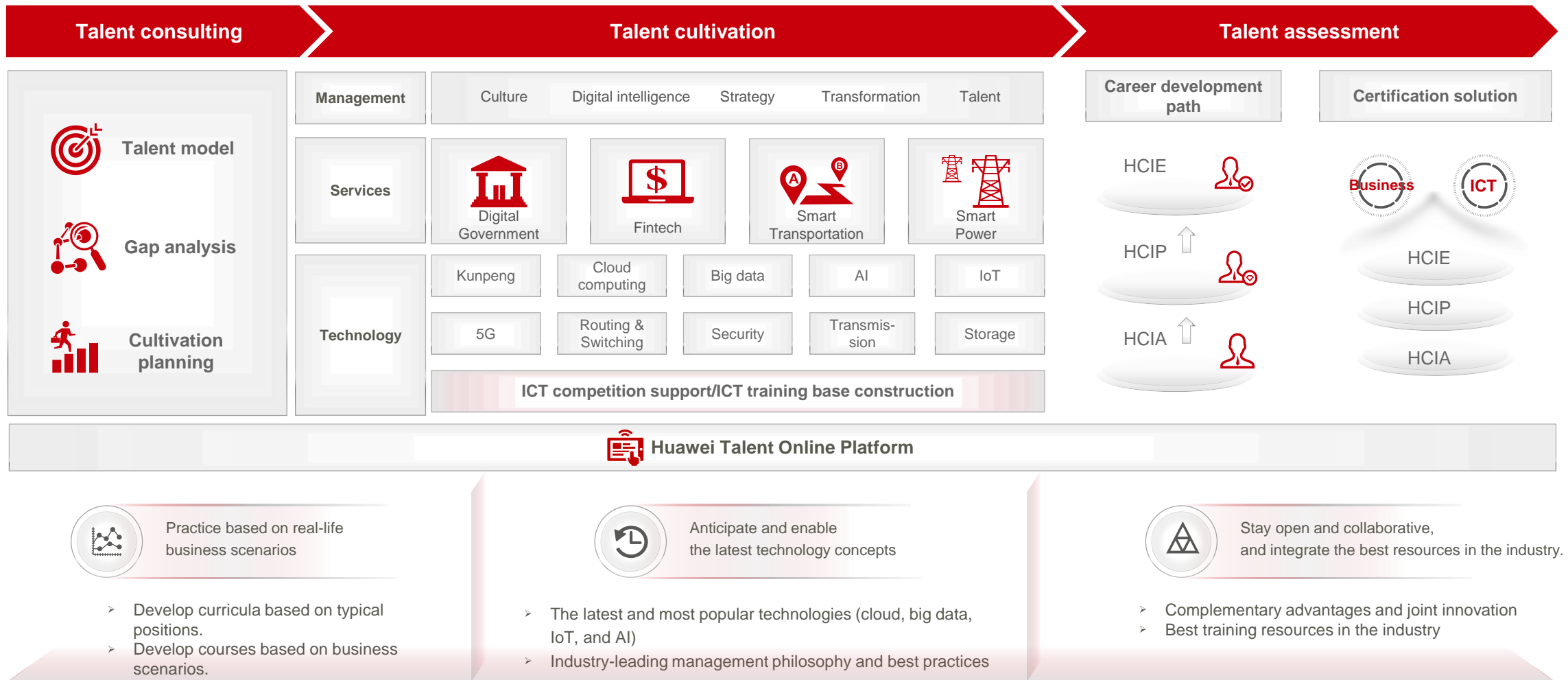
## 3. Talent Ecosystem

Education

Industry

Public

# Huawei Talent development service: Meeting the industry demand for digital transformation talent







## 3. Talent Ecosystem

Education

Industry

Public

# We believe in public-private synergies in LAC, for LAC

## UNESCO Regional Office of Education for Latin America and the Caribbean

### Letter of Intent

We assume our responsibility to work under the guidance of international organizations to help develop digital talent in Latin America.



## 1,000 talents for Digital Development in Latin America and the Caribbean

### 1000 scholarships

Through public-private synergies, we seek to create a talented Latin American ecosystem that facilitates the growth and transformation of the industries in the region.



# Local initiatives to meet immediate needs 2021

## Colombia

### ICT Enterprise

iNNpalsa Colombia and Huawei present the CeNube program, a technological accelerator that aims to support the growth of startups to contribute to a smarter and fully connected Colombia.

**33**

Supported enterprises



## Argentina

### Equal ICT leadership

A cycle of talks to make the theme visible and put it on the agenda of the various sectors of society;  
A program of international training and certifications to close the digital gender divide.

**2500**

Young women registered to date



## Central America

### Free educational material

We support Ayundinga Foundation with Cloud to bring virtual education to more boys and girls in Central America. Together, we meet in Central America the need for free, free, inclusive and quality education, diminishing the impact of the pandemic on thousands of students.

**+12 million**

Class visualizations in LAC.



## Caribbean

### Seeds for the Future

Trinidad and Tobago joined in 2016  
- 50 students  
Jamaica joined in 2017  
- 38 students  
Guyana joined in 2018  
- 3 students  
Suriname will join in 2021



## 1,000 talents for Digital Development in Latin America and the Caribbean

**1000  
scholarshi  
ps**

Through public-private synergies, we seek to create a talented Latin American ecosystem that facilitates the growth and transformation of the industries in the region.



30 spots per country:

**Online self-study + livestream courses + experts' guidance + HCIA Certification**

Antigua and Barbuda, Bahamas, Barbados, Belize, Dominica, Grenada, Co-operative Republic of Guyana, Haiti, Jamaica, Santa Lucia, Federation of Saint Kitts and Nevis, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago.



Join Us

# Follow Us

## Huawei Talent Ecosystem



**Huawei Talent Online**

One-stop service platform



**Facebook:  
Huawei Certification**

Huawei Certification Updates



**Facebook:  
Huawei ICT Academy**

Huawei ICT Academy updates



Email: [certification@huawei.com](mailto:certification@huawei.com)



Bookshelf: <https://e.huawei.com/en/material/bookshelf/talent-ecosystem>

# Thank you.

Bring digital to every person, home, and organization for a fully connected, intelligent world.

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