

Seeds for the Future: closing the skills gap in Europe

Huawei's flagship Corporate Social Responsibility (CSR) programme for students and promising young ICT employees

The programme offers:

- **first-hand work experience at Huawei's Chinese headquarters**
- **Mandarin language courses**
- **training on ICT technologies & solutions**
- **a look at Chinese culture and historical landmarks**

Launched worldwide in 2008, and in Europe in 2011, "Seeds for the Future" represents Huawei's largest long-term CSR investment.

The name of the programme illustrates Huawei's desire to nurture promising young talent in the countries in which the company operates.

Over the past seven years, the program has been implemented in 67 countries and regions across five continents, benefiting over 15,000 students from 150 universities. More than 1,700 university students from around the world have taken a study trip to the Huawei headquarters, including more than 800 visitors in 2015.

These are young people from various backgrounds, speaking a range of languages. Several years from now, they will unleash their potential and contribute to global progress. Huawei is helping them along the way, by leveraging our expertise and global reach as a leading provider of end-to-end ICT solutions.

Urgent need for ICT professionals

Huawei launched Seeds for the Future to help train the professionals that are urgently needed to drive the development of the ICT industry in countries worldwide.

In Europe, there is a large gap between the knowledge acquired in the classroom and the skills required by industry.

Across the ICT ecosystem, large numbers of technical staff are needed to address the challenges posed by the technological transformation of society and industry.

Many young people have lost their jobs – or were unable to make it on the employment ladder – during the recent economic crisis, yet there is still a lack of skilled ICT professionals in Europe.

This mismatch between talent supply and demand is hindering social and economic progress.

Our commitment

Huawei is determined to help close the skills gap in Europe.

Between 2016 and 2020, we will be training a further 2000 European students through Seeds for the Future.

The programme is designed to give a leg-up to talented students, by teaching them e-skills and developing their intercultural competence to better prepare them for a future global, technology-driven job market.

Through the programme, we

- collaborate with local governments, higher education institutes and other organisations to **select top university students** and young employees working in ICT-related departments
- offer them **valuable opportunities to study and gain work experience** at Huawei's headquarters in China
- help them learn more about Chinese culture and gain **cross-cultural work experience in a global business environment**, and
- arrange for students to study **cutting-edge technologies** such as 5G, LTE and cloud computing, offering them opportunities for hands-on practice in Huawei's most advanced labs.

The impact

The programme enhanced students' ability to adapt to the ICT industry, as they learned more about state-of-the-art technologies and skills, including the innovation needs of local markets.

By acquiring skills, the students were able to gain the confidence that will help them to excel in multicultural business environments and pursue long-lasting, rewarding careers.

Seeds for the Future benefits a variety of stakeholders as well as students: countries, local communities, universities and education institutes, as well as the local ICT industry.

So far, Huawei has worked with over 150 universities worldwide, benefiting more than 15 000 of their students in total.