Seeds
For the Future

NURTURING **TALENT**

STORIES FROM HUAWEI'S SKILL DEVELOPMENT PROGRAMS AROUND THE WORLD

ISSUE

No. 2

HUAWEI

Introduction

Huawei is committed to talent development. Over the years, Huawei's global ICT talent development efforts have benefited as many as 2.8 million professionals worldwide. We have upskilled industry professionals and government officials, inspired and challenged students, and taught basic digital skills in numerous communities on different continents.

Talent development has an immense — even life-changing — impact on the individuals who attend our technology competitions and digital skills training programs, or who benefit from our scholarships. In the next pages, we will share the stories of people who participated in our classes and internships in recent years.

CONTENT

2.8M

Digital professionals benefited cumulatively

$150+MN

Investment in talent cultivation

150+

countries covered

1971

Number of Huawei ICT Academies established globally

Our philosophy

Our training programs target different groups broadly falling in four categories: Government officials and public administrators, science and technology students, ICT professionals, and contestants in tech competitions. As we train people, we always keep sustainability in mind.

We call our approach SEEDS for Surpass, Exploration, Employability, Daring to challenge, and Sustainability.

SURPASS

With Surpass, we aim to foster organizational leadership. We offer a number of programs to help participants nurture this trait. This currently includes: European Leadership Academy, Huawei ASEAN Academy, and our LEAP program in sub-Saharan Africa. Among other skills, graduates become proficient at evaluating, procuring, and administering ICT technologies.

EXPLORATION

With well-established programs like ICT Academy and Seeds for the Future, we help thousands of students worldwide every year explore new possible lifepaths and strengthen their digital skills through hands-on training with industry professionals. During training, we encourage participants to create innovative solutions that address the U.N. Sustainable Development Goals.

EMPLOYABILITY

We provide online education to ICT professionals so that they can keep their skills up to date and remain competitive in the job market years after they have completed their formal studies. The programs enable participants from diverse technical fields to obtain certifications and experience new technologies. One particular initiative is "Train the Trainers," which focuses on updating the knowledge of ICT teachers. We also provide Huawei Certified ICT Expert (HCIE), which is the highest-level ICT certification in Huawei's certification system.

DARING TO CHALLENGE

We organize and sponsor a wide range of tech competitions throughout the world. They provide opportunities for contestants to test their skills in coding, algorithms, math, and engineering to solve real industry problems. One example is Tech Arena. Launched in 2022, Huawei's Tech Arena competitions are sponsored and designed by Huawei's worldwide labs in partnership with top universities to give students from around the world new opportunities to experience and learn how to solve real-world problems.

SUSTAINABILITY

We believe that technology can address environmental and social challenges. This is the theme behind Tech4Good, a competition designed to help young adults explore how technology can address social issues. To encourage the participation of more women in the tech industry, we hold numerous Women in Tech activities around the world. And to provide digital skills to those who lack them, Digital Bus travels from community to community.

SEEDS

Surpass

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EUROPEAN
LEADERSHIP
ACADEMY

HUAWEI | LEAP | LEADERSHIP
EMPLOYABILITY
ADVANCEMENT
POSSIBILITY

HUAWEI
ASEAN ACADEMY

Valencia welcomes top female talent

Top female talent gathered in Valencia, Spain in June 2023, as the city hosted the fourth edition of the Schools for Female Leadership in the Digital Age, a Huawei program designed to empower young female leaders to thrive and lead Europe into an inclusive, sustainable digital future. Attending the program were 29 young female leaders of tomorrow from 29 European countries and a wide variety of backgrounds, ranging from engineering and biotechnology to humanities and social sciences. They were united by their desire to make a difference.

The program kicked off with an Inaugural Ceremony at Valencia's City of Arts and Sciences, where high-profile female leaders and mentors including top business executives, tech experts, researchers, Members of the European Parliament, former EU Commissioners and media encouraged them to seize opportunities.
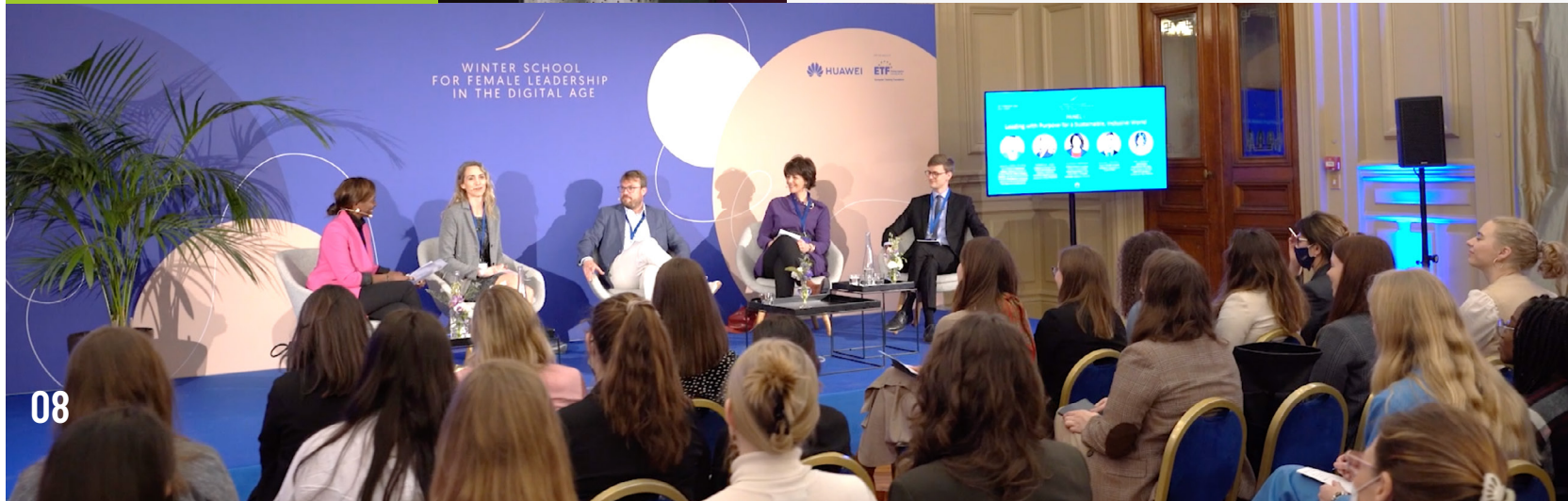
Talented women from all over Europe

Selina WEN, Huawei's Chief Representative to the European Institutions, said: "Since we established the European Leadership Academy in 2021, more than 100 talented young women from 34 European countries have benefited from this programme and been empowered to take the next step. Our alumnae are already leaders in technology, business, global politics and academia. The European Leadership Academy is part of our long-term commitment in Europe. We are trying to play our part by helping thousands of European talents to upskill and reskill, so that they can get the European economy ready for the green and digital transitions."

Selina WEN

Huawei's Chief Representative to the European Institutions

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600 gather in Bogotá to discuss education and digital skill acquisition in AI era

The 2nd Latin American and Caribbean (LAC) Information and Communication Technologies (ICT) Talent Summit on Dec. 5th and 6th attracted about 600 attendees, including education and industry leaders, ministers and senior government officials, and student winners of talent programs in the region.

The two-day event with the theme of "Delving into Digital Talent Development in the Smart Era," was jointly organized by UNESCO, Huawei, the Government of Colombia, German Development Cooperation (GIZ), and Agencia EFE.

"There is no doubt that the technology industry has extraordinary potential for growth in Latin America and the Caribbean and will benefit the region with innovative solutions for the many challenges it faces," said Claudia Uribe, director of the UNESCO Regional Multisectoral Office in Santiago.

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Claudia Uribe

Director of the UNESCO Regional Multisectoral Office in Santiago

At the event, participants from different sectors affirmed the need for concerted efforts to overcome challenges and promote digital talent development. The President of the House of Representatives, Congress of Colombia Andrés Calle said, "Colombia must aspire to become a leader in innovation and digital talent development. We cannot achieve this alone, and that's why we are here. It is crucial to promote the creation of innovation ecosystems that facilitate collaboration between entrepreneurs, startups and consolidated companies. This will foster a dynamic exchange of ideas and experiences, creating an environment conducive to creativity and innovative solutions."

Jeff Wang

President of the Public Affairs and Communications Department of Huawei

Huawei highlighted its good trust relationship with partners. "Huawei is committed to working closely with all parties to find local talent, organize training, and send talented people to the world stage to make greater contributions," said Jeff Wang, president of Huawei's Public Affairs and Communications Department.

Huawei and UNESCO signed a Memorandum of Understanding at the event to take their cooperation to the next level. ✍

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Andrés Calle

The President of House of Representatives, Congress of Colombia

Michael Xue

Vice president of Huawei Latin America and UNESCO's Claudia Uribe with the MoU between Huawei and UNESCO

Exploration

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HUAWEI ICT Academy

seeds for the future

Seeds for the Future students from Germany tour China

In 2023, a delegation of more than 50 students from Germany taking part in Seeds for the Future took a trip to China. This was the biggest European student delegation to Huawei in China in three years. The group consisted of alumni and winners from previous Digital Seeds programs. Huawei kept its promise to take the students on this unforgettable trip, which was delayed due to pandemic restrictions. The group traveled to Beijing, Chengdu, and Shenzhen for an eye-opening digital and cultural feast.

Digital Seeds was launched in 2013 as a Huawei program for students from Germany. Since 2022, students from Austria, Switzerland, and Liechtenstein have also participated in the program.

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The selection for the program takes place via a so-called idea-thon, which is a competition in which participants develop their own ideas for digital business models in mixed teams with coaching from experts. All teams pitch their business ideas to a top-class jury. The best teams then embark on a 2-week trip to China.

The program aims to pass on the expertise of entrepreneurs, innovators, and technology enthusiasts to young people. Through this journey, participants learn how to turn theory into real solutions.

The group met people from diverse backgrounds in China, including start-up founders, tech company representatives, professors, and lots of Chinese students. "In Sino-German relations, I see the potential for the countries to work together and use each other's innovative strengths."

Carl Gödecken
Participant, Digital Seeds

An uprooted Bahraini Seed takes root in the ICT industry

Hisham Barakat
Computer Science Student at Peking University, Third Prize Winner of 2019-2020 Huawei ICT Competition Global Final

From Bahrain to Beijing, and from Beijing to Dubai, Huawei's talent programs helped Hisham Barakat of Bahrain realize his dreams in the ICT industry. His journey, still in its early steps, has already brought him as far as the School of Computer Science at the prestigious Peking University.

Hisham participated in the Huawei ICT Competition 2019-2020 and won second prize in the Middle East and Central Asia Regional Final and third prize in the Global Final. Through the ICT Competition's platform, he was able to visit Huawei headquarters in Shenzhen, China.

This unforgettable journey inspired him to apply for a position at Huawei Bahrain Office as a project engineer intern. During the one-year internship, he dove deep into R&D projects and Huawei's talent development program. With his excellent performance, Hisham received a letter of recommendation from the CEO of Huawei Bahrain, helping him win a scholarship to Peking University.

In 2023, Hisham traveled to Dubai as a student representative in Huawei's Seeds Tour at COP28, sharing his ideas on his open source projects with students at Huawei's Talent and Green Summit. "Getting a chance to become an ICT expert and contribute to my country, and make people's lives easier, it just makes me happy", he says.

Barakat was honored to give a talk at Talent & Green Summit in Dubai
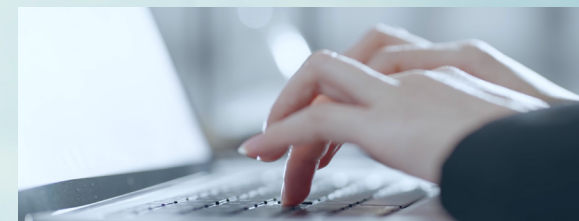
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Employability

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HUAWEI DEVELOPERS

HUAWEI CLOUD Developer Institute

HCIE Excellence Award winners embark on vibrant journeys

Li Fengyu is an HCIE-Cloud Service Solutions Architect. She is responsible for cloud service certification development. Li has always had a passion for learning about technology. She majored in data communications in university as cloud technology was growing in popularity. Naturally, she went on to choose cloud computing as her career direction.

She believes that in to the tech industry, it's essential to ceaselessly improve your technical skills and try hard to learn, as well as to build relationships with colleagues.

Li Fengyu

Winner of the 2022 Female HCIE Excellence Award

Dai Xiangyu is a computer science teacher in Hunan. She likes this profession because it allows her to share the subtle beauty of coding. To Dai, figuring out how to solve technical difficulties is a wonderful thing. She believes that the mark of a good teacher is the ability to make complex things like abstract technology simple and easy to understand.

Dai Xiangyu

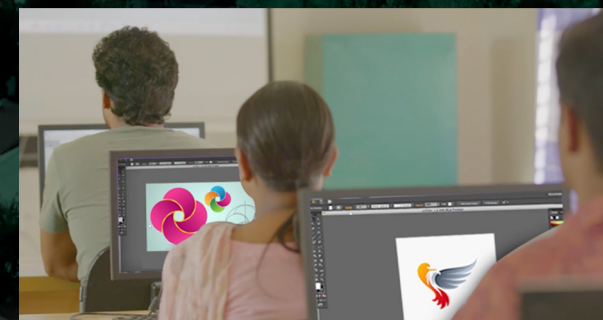*Winner of the 2021 Female HCIE Excellence Award*

These exceptional individuals are winners of the Female HCIE Excellence Award. Huawei Certified ICT Expert (HCIE) is the highest-level ICT certification in Huawei's certification system. HCIE aims to build useful expert certifications and provide new standards for the ICT industry. ✍

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to find out more**

A young woman overcomes barriers to achieve excellence in ICT

Trisna Dio is from a matriarchal community in Bangladesh where women are responsible for running their families. After graduating, she started working for a private company in Dhaka, but she wanted to do work for her village, so she returned there as a graphics design freelancer.

To learn graphics design, she had attended an IT institute far from home. She sought work at the same time, and it wasn't long before she received her first work order. Gradually, her orders grew, and local television stations came to interview her.

Trisna Dio studied graphics design at an IT institute

Trisna Dio

Bangladeshi Freelancer

Local ICT Division State Minister Mr. Zunaid Ahmed Palak heard her story and offered support. Along with Huawei, they provided a better Internet connection for Trisna, which made her journey easier. People around her slowly became interested in working freelance remotely and asked for her help in learning how to earn income online.

Trisna Diow was interviewed about "Freelancing in Bangladesh" on television

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to find out more**

Trisna founded the Trisna IT Institute, through which she provides IT training for local students. She provides free tuition for students in need. Trisna said: "they look up to me, and I feel like I'm fulfilling my purpose for coming back to my village."

Youth in Bangladesh are getting opportunities to work all over the world due to the improvements in internet connectivity. And Huawei is proud to be one of the contributors.

Daring To Challenge

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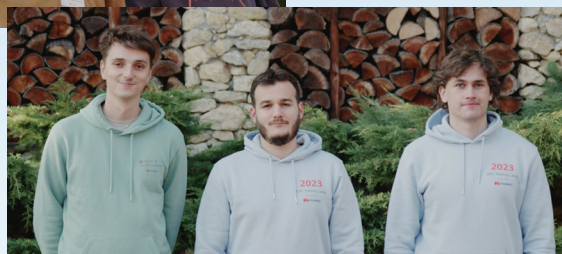# Trios of students solve world-class problems at the ICPC Training Camp

ICPC is a global programming competition for universities around the world. It has increasingly featured industry-academia collaboration, and Huawei is an active supporter. The competition helps contestants develop specific skills and general problem-solving abilities, and provides opportunities to handle big, abstract, ideas.

2023's European training camp was held from October 13 to 15, with 40 teams from universities in 17 European countries. The camp included three training sessions and a tech workshop to improve students' programming skills and industry expertise.

In a team of three, a good strategy is crucial. Each member needs to take on responsibilities suited to their unique skills and interests. "Flag 10" from the University of Pisa in Italy was one of the trios participating in the ICPC Training Camp.

Flag 10, a team from the University of Pisa in Italy participating in the ICPC Training Camp powered by Huawei

Jagiellonian 1, a team from Jagiellonian University in Kraków, Poland

Flag 10 member Filippo Casarin said: "You have a lot of problems to solve in five hours, which may seem like a lot, but it's actually not too much if you want to solve all the problems. Working in a team with two other contestants is really good, since you can have multiple points of view on a problem. For instance, you have the solution of a problem almost figured out, but you need one little missing piece. You can just ask the other teammates and it will make it much easier."

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Filippo Casarin
Team member of Flag 10

ICPC Challenge Championship powered by Huawei

"Jagiellonian 1" was a team from Jagiellonian University in Kraków, Poland. Team member Jack Salata said: "I would say our strategy for difficult problems is collaboration. As an individual, I might not be able to solve a problem, but when collaborating and asking for help from my friends, we can together solve a problem as a team. What I would say is that ICPC contests provide a unique opportunity to meet the brightest minds in the world. Meeting new people and learning from them is just great."

Jacek Salata
Team member of Jagiellonian 1

William B. Poucher
ICPC Foundation President, ICPC Executive Director

Winning teams of Tech Arena Competition

Initiated in 2017, Tech Arena, formerly known as Huawei European University Challenge program, is a competition intended to offer industry knowledge and opportunities to university students and any young people with an interest in science and research, algorithms, software, and STEM subjects.
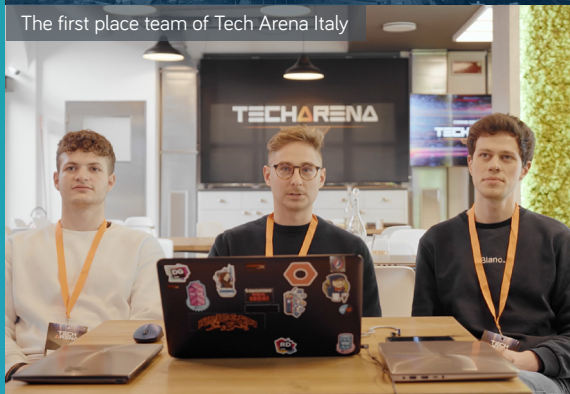
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to find out more

Huawei Tech Arena Italy in 2023 was a resounding success. 165+ participants from 20+ Italian universities undertook challenges in software development for IoT and Cybersecurity. 14 finalists advanced to Milan for the offline competition.

Italy

The first place team of Tech Arena Italy

From online try-outs to an offline hackathon, three teams of six winners bested over 200 participants with their impressive skills in solving 5G and 6G problems at the 2022 Huawei Sweden Tech Arena in Stockholm.

Sweden

Awarding ceremony

Tech Arena in Sweden

Huawei Tech Arena in France gathered the brightest Math & Algorithm minds in Europe to optimize smart factory instrument layouts in a challenging hackathon.

Fields Medal winner presents an award to the first place team at Tech Arena France
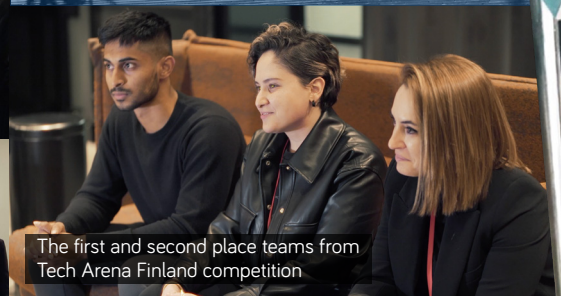
Awarding ceremony

France

Awarding ceremony

Finland

Tech Arena European University Challenge 2022 trophy

The first and second place teams from Tech Arena Finland competition

Huawei Finland hosted a 3-day Tech Arena hackathon that challenged students to create interesting 3D avatars and wallpapers. The winning team designed an avatar app that helps people decide what to wear every day, a creation with a dash of fashion and a spoonful of high tech.

TECHARENA

In the summer of 2023, a series of top science and computer competitions took place around in the world. These competitions included the International Mathematics Olympiad (IMO), International Physics Olympiad (IPhO), International Chemistry Olympiad (IChO), and International Olympiad of Informatics (IOI). Each one attracted thousands of student competitors.

Huawei sponsored the whole series of Olympiads, as part of its commitment to talent development. For many years, Huawei has also been sponsoring the International Mathematical Competition (IMC) for university students and other participants, encouraging top global talent to tackle world-class problems.

Zhan Ge and Rafael Chehab are two Olympiad champions who now both work at Huawei. They believe that their competition experience will help them handle any challenges they encounter and achieve their future goals. "I have learned how to adapt to overcome any obstacles," says Zhan Ge.

Like Zhan Ge, Rafael Chehab also thinks the most important skill he acquired from the Olympiad was problem analysis. "Now I have much more confidence in how to tackle problems and how to keep striving towards better and better results."

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Students from around the world compete in the Olympiads

Rafael Chehab

2019 ICPC World Finalist, 2014 Brazilian Physics Olympiad Silver Medalist, 2013 Brazilian Informatics Olympiad Gold Medalist
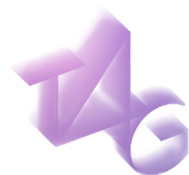
Zhan Ge

2012 ICHO Silver Medalist

SEEDS

Sustainability

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TECH4CITY

Women in tech

Competitors at Tech4City 2023 envision a better world with technology

HUAWEI TECH4CITY COMPETITION 2023 FINALS

Tech4City 2023's Eight Finalist Teams

T he Tech4City Competition aims to empower youths to build the Singapore of tomorrow through technological innovation within the competition's themes. At the 2023 competition, 370 participants forming 144 teams submitted 89 proposals to address the themes of Well-being, Learning, Energy, Mobility and Finance.

Emerging from the final eight teams, Team Mobility from The Institute of Technical Education won the grand prize of S$15,000. Their project sought to make Singapore's traffic light system inclusive and safer for people with mobility conditions, while maintaining traffic flow integrity with their AI-powered Mobility Traffic Crossing System.

Tech4City is committed to technological innovation in building the Singapore of tomorrow. The competition is supported in part by the Digital for Life

(DfL) fund, which enables projects that enrich the lives of Singaporeans by improving digital access, literacy, and wellness.

Low Yen Ling, Minister of State, Ministry of Culture, Community and Youth & Ministry of Trade and Industry, who attended the event as Guest of Honor for the second time, reaffirmed the importance of the competition.

Vicky Zhang, Vice President of Corporate Communications, Huawei said: "Our Tech4City initiative first and foremost allows our youth to take ownership and envision a more livable and sustainable Singapore of tomorrow, and it is heartening to see these great ideas being put forth. We believe that the future belongs to the youth, and I am humbled to see their commitment to developing a better society for all."

MOBILITY AWARD
SGD3,000

The Tech4City Competition 2023 winners with Huawei's VP of Corp Comms Vicky Zhang (far left), SBS Transit Group CEO Jeffrey Sim, and Huawei International CEO Foo Fang Yong (far right)

Low Yen Ling
Minister of State, Ministry of Culture, Community and Youth & Ministry of Trade and Industry

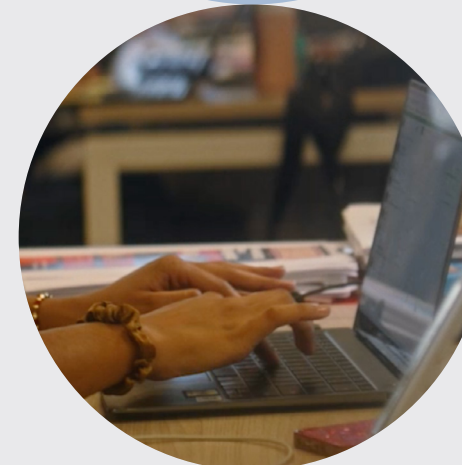# A young woman from Brazil launches her career in tech

Leticia de Oliveira never expected to land a career in technology at the Brazil office of Huawei, a global leader in digital infrastructure and consumer devices. "No woman close to me worked in technology. That reality was very distant," said the young project manager.

Five years after joining Huawei, Leticia participated in Seeds for the Future, Huawei's flagship talent program that offers winning students a two-week trip to the company's headquarters. "I experienced Seeds for the Future and had the opportunity to go to China" , she says. "We hear about new technologies, about 5G. But going there and seeing everything up close was very important for my career."

The program, first launched in 2008, progressively expanded to cover over 150 countries and added a focus to help women enter the technology job market.

Women in Tech is one Huawei's initiatives for promoting inclusiveness and cultivating women leaders in the ICT sector. It provides opportunities for hundreds of thousands of women in Brazil, offering educational resources in the form of access to digital platforms with courses, training, classes, debates, and interviews about the job market, soft skills, and technology. Many of the female employees have joined the initiative to promote the inclusion of women in the technology job market.

Leticia presenting to colleagues

With colleagues

Algerian students use technology to change lives for the better

Ahlam Boumezrag is a 23-year-old woman from Algeria. In her country, women are well-represented in some sectors, making up 70% of lawyers and 60% of judges. Female engineers, however, are still rare. As a young telecom engineer, Ahlam has a pioneering vision. She believes that technology can solve many practical problems in Algeria.

In Algeria, arable land is limited by natural conditions. Because Ahlam's family has been farming for generations, she knows how hard farmers work. She made it her goal to help make farm work easier with technology.

Ahlam Boumezrag
Team Member of FarmAI, Silver Award at the 2022 Tech4Good Competition

Ahlam joined the 2022 Tech4Good Competition and met other great minds in Algeria. Together they developed a system for monitoring crop growth using drones that capture images of fields and send them to a database. After classifying the images and identifying crop diseases, the system automatically sends alerts to farmers through a mobile app.

Ahlam's team won the Silver Award at the 2022 Tech4Good Competition and they later presented a compelling business plan for their "FarmAI" project during the Startup Sprint Event in China. The team was subsequently awarded a startup capital fund of 100,000 USD and technical support from Huawei Cloud to bring their innovative idea to life.

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HUAWEI

TECH4GOOD STARTUP SPRINT

seeds for the future | April 2023 China

seeds for the future

2023 Tech4Good Startup Sprint Event in China

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