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The Battle for Talent: A Game Changer

Today's world is changing with each passing day, traditional labor rules have been rewritten, and the birth of new technologies such as 5G, cloud (CLOUD), big data (BIG DATA) and artificial intelligence (AI) will gradually realize a digital society, providing information for how we work and make decisions. Reference; in this context we need to keep an eye on new products, solutions and service opportunities.

In the fast lane of the digital age, technology is updated and iterative, and a large number of talent gaps have emerged. Therefore, the talent strategy will definitely become the vanguard of the company's development. Only with matching digital talents can the company maintain rapid growth and be in a leading position in its own field.

As the vice-principal of Huawei ASEAN Academy, my mission is to become a bridge between the demand and supply of enterprise talents, and continue to export excellent human resources to Malaysia. The ASEAN Academy plans to cultivate 50,000 digital talents for Malaysia from 2021 to 2025, with an average of 10,000 talents per year. Looking back on 2021, Huawei Malaysia has achieved 10,000 talents cultivation. In the future, we will continue to provide excellent teachers to meet local needs. talent training needs.

I believe that with continued use of emerging technologies to nurture digital talent and provide the brightest minds in various industries, Malaysia will soon become a digital talent hub for ASEAN countries.

Lack of digital tech talent - an "existential threat"

In the period of rapid technological development, the crisis of talent shortage has reached its peak and has become a threat to the survival of global enterprises. If enterprises do not pay attention to talent transformation, they are destined to be eliminated by the market.

As our surrounding environment continues to change, Malaysia needs to grow long-term rather than resting on its laurels based on past achievements. The spread of the new coronavirus in recent years has prompted many countries to understand the importance of digital education and the need for digital production and information communication in enterprises in the future.

Organizations everywhere are eager to re-skill employees, develop a composite workforce, and recruit more digital talent. Companies that lack digital leadership talent will hinder innovation and growth.

Now - the talent shortage problem

Building a strong talent pipeline will be the top priority in supporting the country's digital transformation and creating a secure digital ecosystem.

The 12th Malaysia Development Plan announced in September last year stated that by 2025, the contribution of the digital economy in the gross domestic product (GDP) will increase from 22.6% to 25.5%. However, due to the epidemic, the accelerated pace of digital transformation has been severely affected.

Last year's Coursera's Global Skills report showed Malaysia ranked 46th in global skills - a lack of digital skills - well behind two of ASEAN's higher-ranking members: Singapore (10th) and Vietnam (20th).

Malaysia hopes to bridge the skills gap through solid public and private partnerships to achieve Malaysia's National 5.0 strategy, a sustainable, resilient, inclusive and prosperous society built on a strong digital economy for its people.

Huawei has more than 20 years of global digital talent training experience, and we know the importance of developing, nurturing and shaping young talents. This is why we have established Huawei ASEAN Academy and Huawei ICT Academy in various universities, as well as launched activities such as the Huawei Future Seed Program, Huawei Spark and Huawei ICT Competition, aiming to cultivate ICT talents who are qualified for future jobs. This is especially important in the context of the current epidemic, and they can meet the needs of current and future industrial development.

Our focus is to ensure that future talent is equipped with emerging digital skills and able to fully learn advanced technologies and digital innovations such as cloud computing, automation, artificial intelligence, Internet of Things (IoT), 5G technologies and robotics.

Currently, through the ICT Academy, Huawei cooperates with more than 30 local universities in Malaysia to provide relevant training covering 5G, cloud computing, big data and other disruptive technologies.

At the same time, Huawei launched the Spark program in 2020, aiming to establish a sustainable entrepreneurial ecological environment, which will empower more than 2,000 developers and more than 300 start-ups every year. It is a hybrid accelerator program serving tech start-ups in the Asia-Pacific region, leveraging Huawei's dominant position in technology and innovation to drive output in areas such as e-commerce, healthcare, manufacturing and smart cities.

Future - Partnership Issues

These future scientific and technological talents are the backbone of the national development strategy and play a vital role. We need a multi-spiral collaboration between stakeholders across industry, education and government to identify trends in digital talent and ensure employer talent needs are in sync with production skills.

When talent development in both the public and private sectors is successfully managed, a virtuous cycle of high performance, innovation can be created.

This situation is common, and savvy corporate executives and high-growth companies have recognized the importance of winning the battle for talent, strengthening the channels for improving corporate knowledge and capabilities, and maintaining companies with adequate technical talent.

At present, Huawei Malaysia has established cooperative relations with various parties to ensure innovation in the field of information and communication technology. Collaborated with Ministry of Science, Technology and Innovation Malaysia (MOSTI), National Centre for Technology Training Sarawak (CENTEXS), Federation of Manufacturers (FMM), Telecom Operators (Celcom, Maxis, TM), Women in Leadership Foundation (WLF) and We cooperate with well-known organizations such as the Computer and Multimedia Industry Association (PIKOM) to provide talent training solutions; at the same time, we also provide on-the-job training, industry trends and professional courses for fresh graduates and employed personnel.

We also believe that women have the ability to drive technological innovation. Huawei attaches great importance to female employees. Ms. Chen Kaiser, senior vice president and board director of Huawei, is a good example. In Malaysia, we are working with the Women's Leadership Foundation to develop talent development programmes to develop a cohort of female leaders.

Huawei will continue to devote itself to the cultivation of digital talents. We will continue to expand the influence of Huawei ASEAN Academy, integrate regional resources, empower Malaysian digital talents, promote Malaysia's digital economy, and assist Malaysia's digital transformation journey, ultimately fulfilling the role of the ASEAN Digital and Talent Hub. roles and responsibilities.

Huawei's core competitiveness is talent. We believe in the power of technology, the power of persistence, and the power of people. Talent is the key for enterprises to maintain rapid development in the new era, and it is our most important resource.

Huawei plans to cooperate with various industry and local ecological partners to achieve our common goals. Our long-term strategy includes resource sharing and common development between universities and industries, effectively matching talent supply and demand, achieving mutual benefit and win-win results, and supporting industrial development.

Huawei is willing to be the cornerstone of talent training in Malaysia, continue to open up more paths for digital transformation, promote local innovation, and make Malaysia the forefront of the digital world.