

A bright sun in the top left corner of a blue sky with white clouds. A multi-colored rainbow arches across the middle of the page, transitioning from red and orange on the left to blue and purple on the right.

ROADS to ICT Talent Development

Huawei Learning Service, Your Trusted Learning Partner

I Am ...

Huawei Learning Service focus on ICT talent development for more than **20** years. With our profound insight of ICT industry, leading practices benchmark from both vendor and operator viewpoint and through advanced resource integration, we serve main operators in more than **170** countries and regions all over the world, and delivers **300,000** person days training per year.

Professional

ICT industry focused curriculum system, facilitated by experts with actual telecom practical experiences. Advanced and agile eLearning platform providing one-stop solution.

Focused

Dedicated to develop talent for telecom industry. Global presence in more than 170 countries and regions, provide customized ICT talent development solutions.

Collaborative

Integrate global leading learning and competence development resources, proactively share ICT talent ecosystem development and joint innovation with industry's ICT enterprises and organization.

Value Creation

Delivered 300,000 person days training annually, cultivate large pool of qualified ICT talents to assist ICT companies to realize business success. Improve IT penetration at national level and continuously creating value for society and customer alike.



My Experience



2015

Serves main operators in more than 170 countries and regions all over the world, and 300,000 person days training

Adopts advanced learning technology development and sets up a systematic online learning platform, which allows trainees to learn anytime and anywhere.



Provides technical expert certification services



Launched management training services to share experience with customers



Launched Competence Consulting service with the aim to help customers to efficiently obtain right competencies and skills that match different positions in their organizations.

In 1997, Huawei set up a customer training department called "Learning Service".

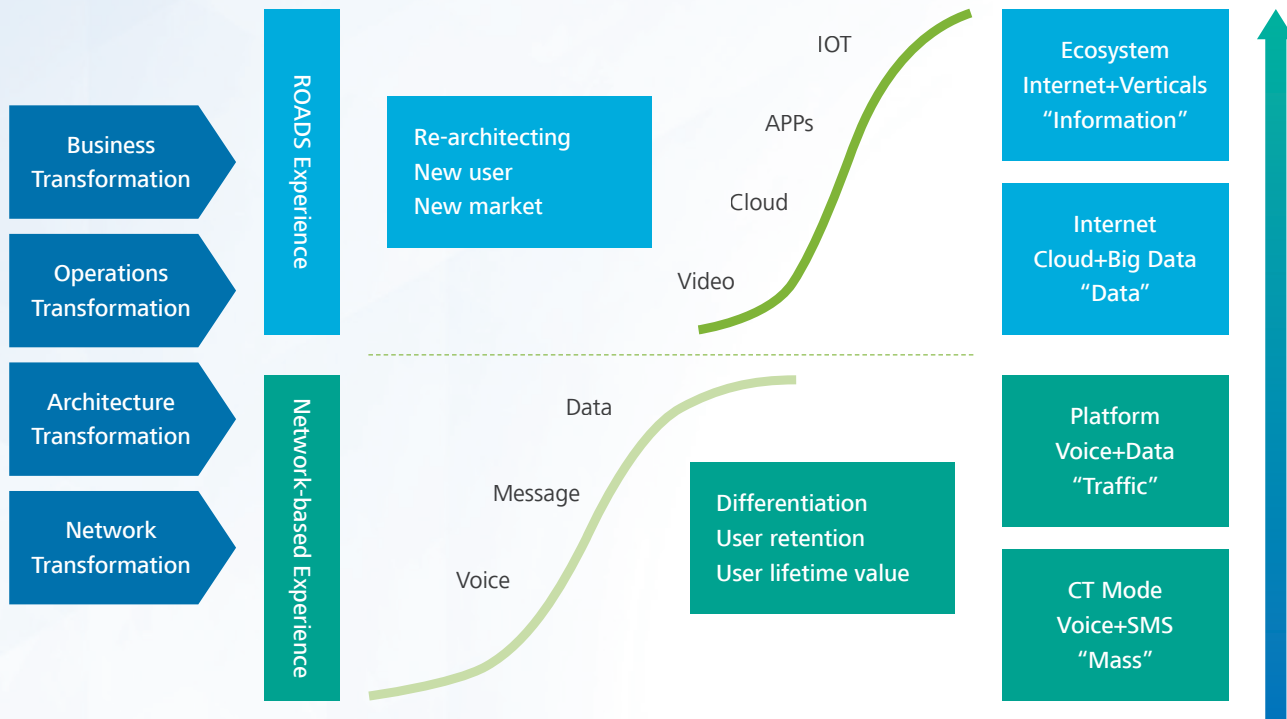


Provided a professional training service by means of transferring technical knowledge & skills



On site training by Huawei experienced R&D personnel or field engineers.

Digital Transformation is Critical to Meet the Customer's Experience



Talent Pipeline is the key foundation of digital transformation

Talent Development Planning



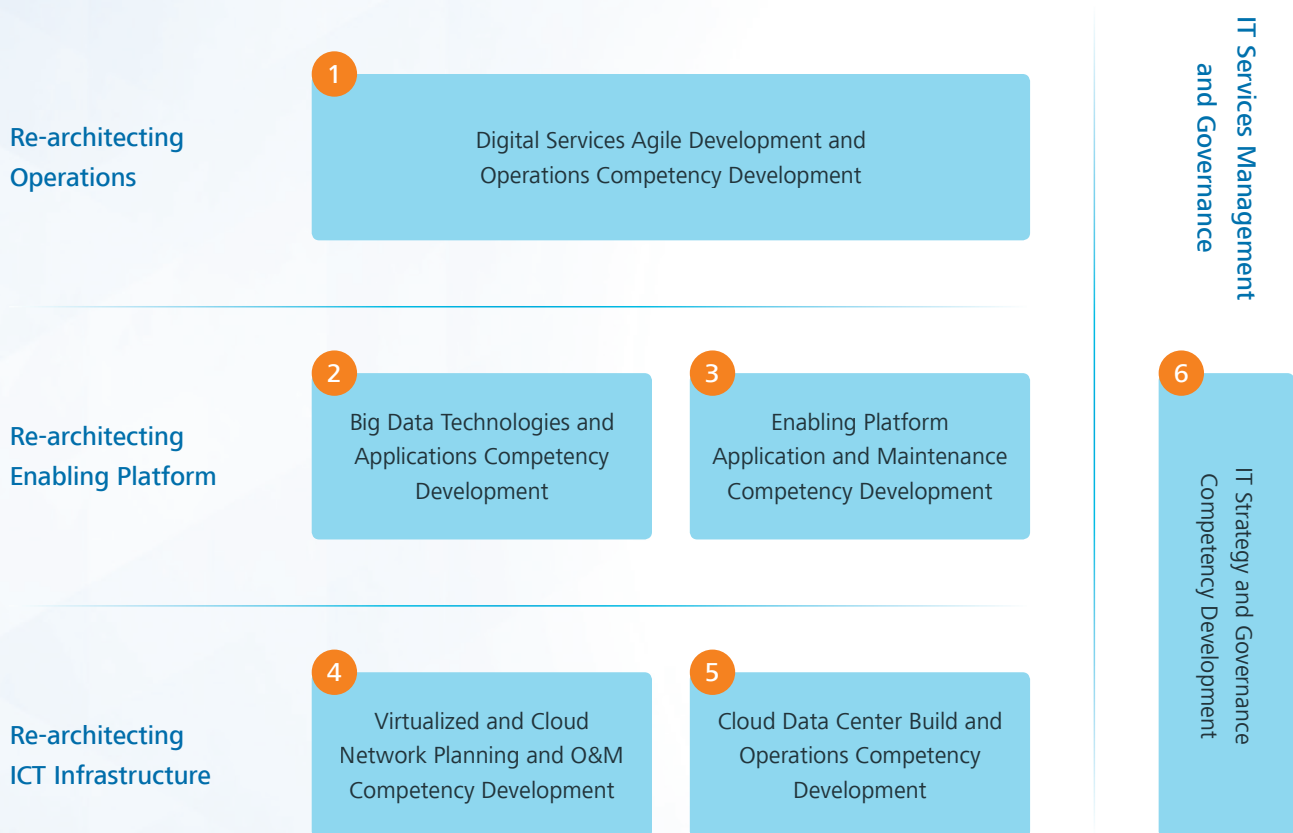
Effective and Efficient Learning



Solution 4-1: Knowledge Transformation for ICT New Technologies

With ICT transformation, new technologies are emerging. How managers can accurately grasp the ICT technology trends to ensure commercial success? How can technical personals master new technologies quickly to support networks and business operations?

Solution Overview



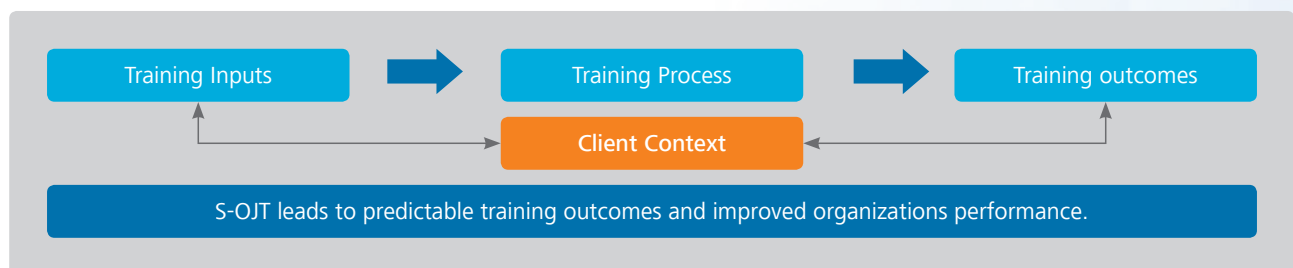
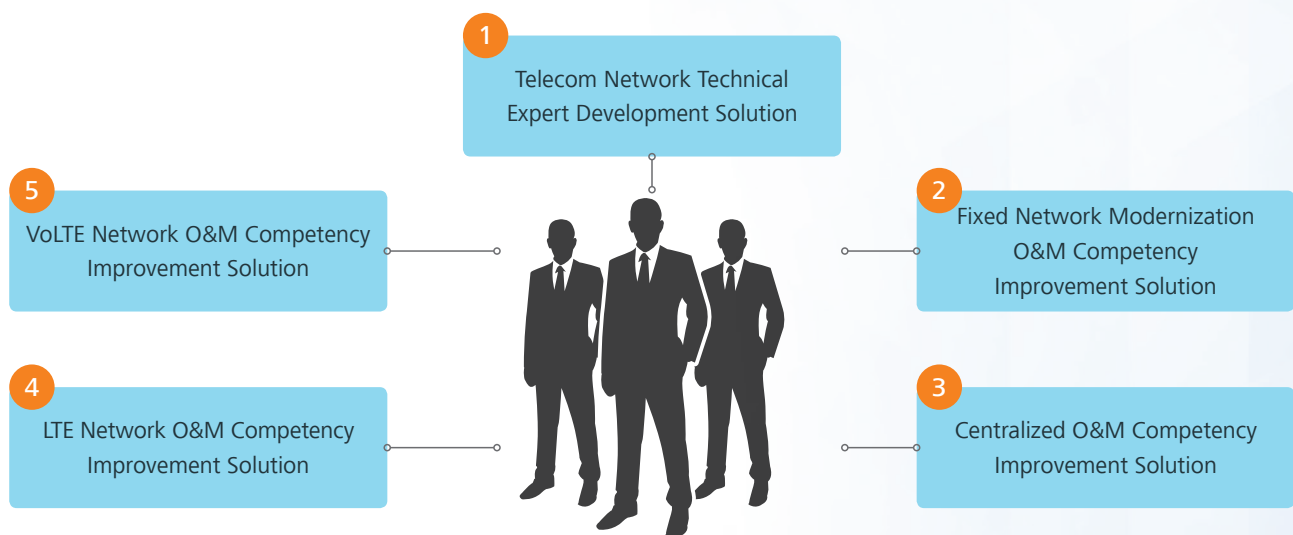
Customer Value

- Build talent competence model and development plan under digital transformation
- Access ICT knowledge and skills through a one-stop service and multi-technology integration platform
- Enhance ICT network operational capability

Solution 4-2: Position/Job-Role Based Learning for Skill Transformation

Customer experience drives network operation transformation, how to reconstruct personnel skills based on job roles and business process to improve O&M quality and efficiency?

Solution Overview



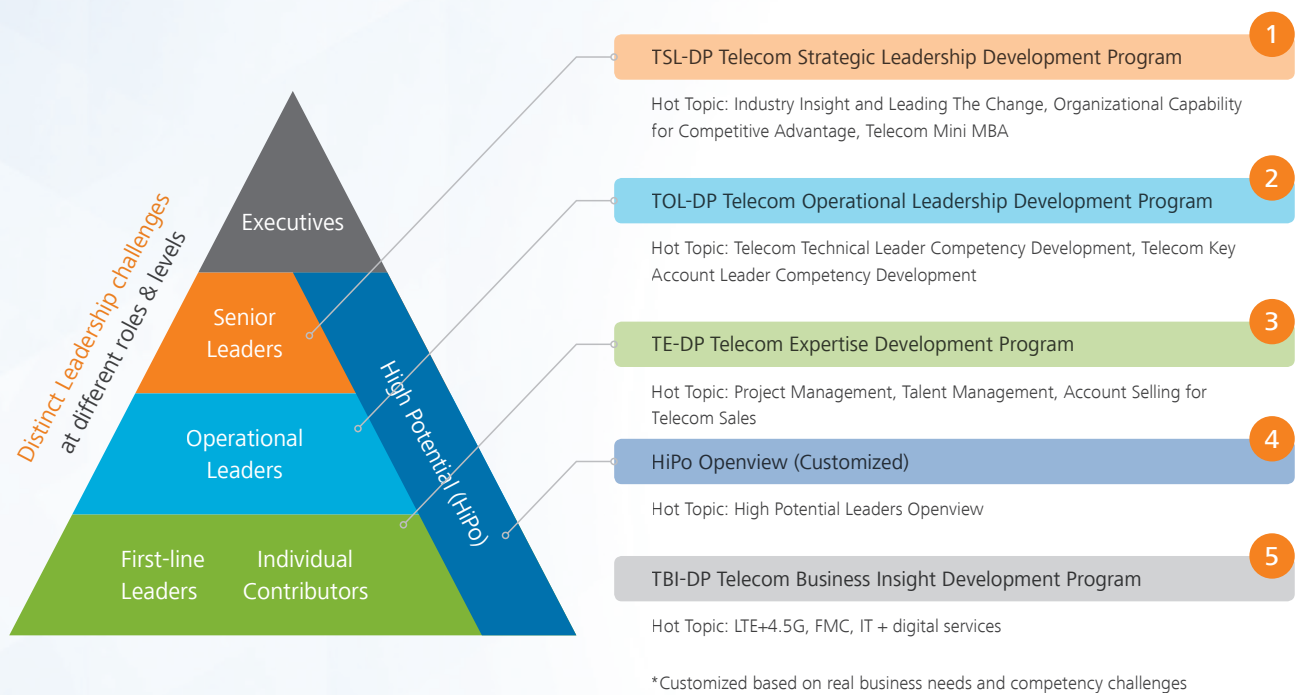
Customer Value

- Develop business centric elite force, to build an core O&M team
- Improve centralized O&M competence to support O&M transformation
- Achieve end to end visual operation and maintenance, effectively enhance customer's experience

Solution 4-3: Managerial Competency Development for Business Transformation

Under digital transformation, how to develop and undertake strategies and reconstruct the organization and talent to lead the team to success are the challenges faced by managers.

Solution Overview



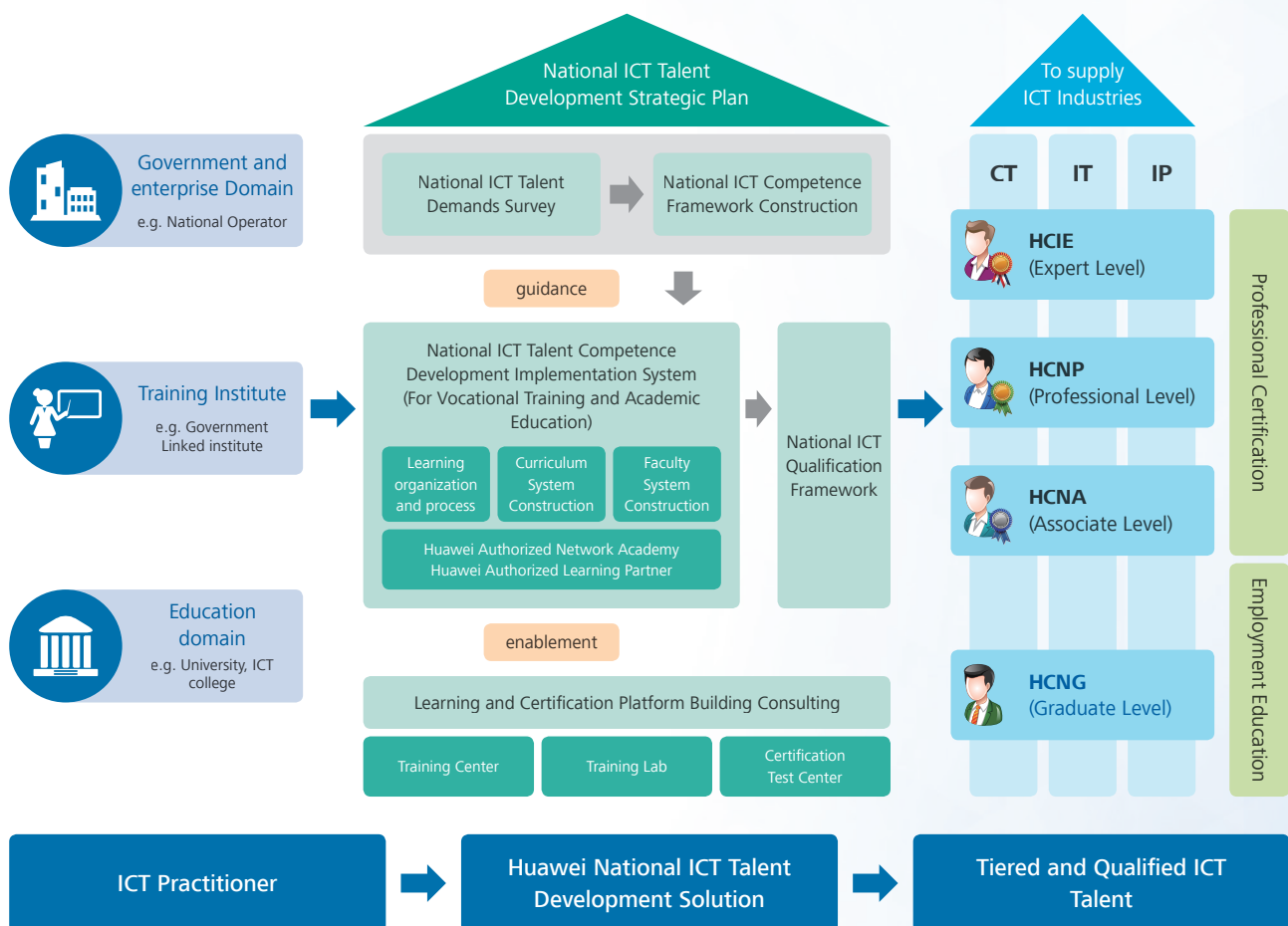
Customer Value

- Improve the leadership, business and management competence needed in the transformation period
- Obtain Huawei’s fast-growing management and personnel cultivation practices to achieve rapid transformation
- Access successful experience by sharing the world's leading operator practices

Solution 4-4: Talent Development for National ICT Strategy Transformation

Under the rapid development of information technology, the states and operators/government are faced with challenges such as: shortage of ICT talent, lack of talent development practice, training system is not perfect and so on.

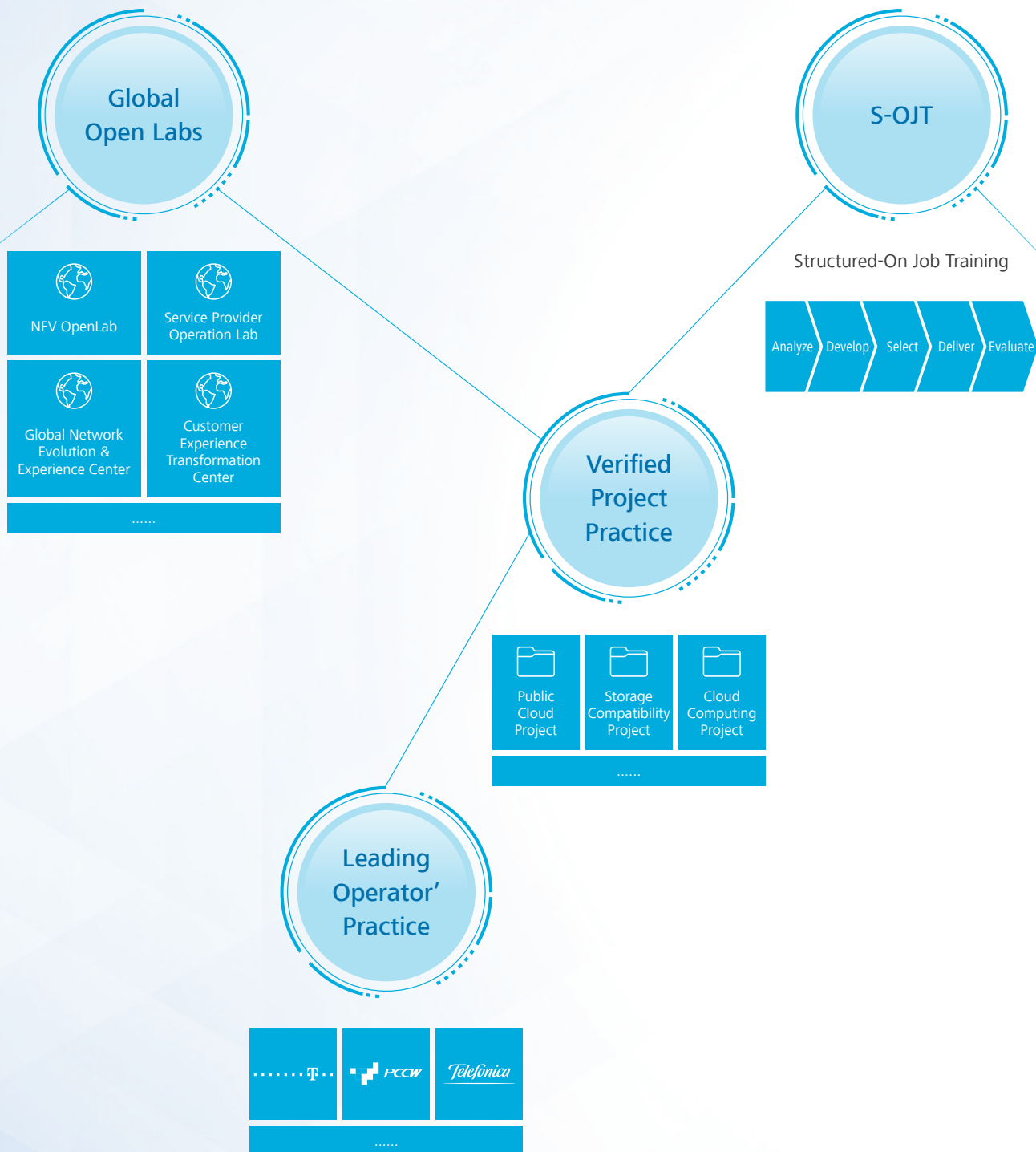
Solution Overview



Customer Value

- Construct talent competence model to support the effective competence management
- Design a perfect learning management system to fill in the knowledge gap
- Establish a perfect talent development system to fulfill the social responsibility

Integrated Training with Practice Makes Learning Effective



Learning Cloud Service Makes Learning Efficient

Content-aaS



Field Maintenance Courses



Front Office/Back Office Courses



Soft Skills Courses

Customizable Learning Program

- 3000+ courses, customizable on demand

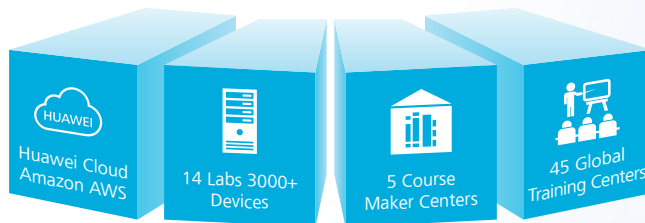
SaaS/PaaS



Learn anytime anywhere

- Customizable eLearning website and app
- Rich learning management functions
- Flexible interfaces, release courses anytime

IaaS



Cost Reduction

- Plenty of training facilities, rent on demand

Global Sharing, Local Collaboration





45 Training Centers Worldwide

165+ ICT Certification System

20+ Huawei Authorized Academy Online

Learning Library

Learning Platform on Line

Hang Zhou Training Center

Thailand Training Center

Turkey Training Center

Malaysia Training Center

Program Show I



China: Ultra-practice(UP) Talent Development

- Aim at core service self-maintenance, expert standards and selection establishment
- Focus on practice, 80% of the learning activities are based on real projects and network
- Dual-tutor system, learning and practice tutors throughout the whole training cycle



Malaysia: National Talent Development Solution

- Combine Malaysia government, local universities and Huawei work together to build ICT talent development system
- launch a joint certification program for pre-graduate
- Develop 10000 ICT Talents in 5years to provide ICT talents for ICT chain



Nigeria: Technical Competency Assessment & Certification

- Coordinate job role competency standards refreshment of business and HR departments
- Cover competency gap analysis of all the technical roles
- Plan talent competency improvement to support business development in 3 years



Germany: LTE Consulting Training Based on Network Evolution

- Refresh competence model based on LTE new network and new technology
- Combine department business target and skill standards to design visual learning path
- Develop 20+ courses on site based on employees learning behavior



Laos: Competency Development Consulting Service

- Customize competency-position match standard, set C&Q system
- Comprehensive assessment, in-depth gap analyze
- Highly customized training based on business requirement

Program Show II



Angola: Training System Operation Consulting Service

- Construct organization structure and job processes to realize training self-operation
- Construct learning management system to support training management and online learning
- Authorize Huawei courses and train instructor to support training center operation



Romania: NOC O&M Competency Improvement Program

- Customize training based on process to shorten training time
- Customize training R&D method to guarantee competency transfer in NOC
- Develop part-time instructors to reduce training cost



Brazil: Network Operation Competency Development Project

- Together with customer, Huawei designed Network Operation Transformation Competency Fast Readiness solution for all customer's new teams
- Set Staged Learning Goals, to be the competency partner of customer
- Use learning zone on Huawei Academy Online platform to manage the training and show the process of all delivery activities



France: LTE Advanced Training

- Combine real network problem, LTE hot technical topics and Huawei O&M experience to customize training topics
- Trainees, instructors and experts converse through video conference to reduce off-job time
- Customize 12+ topic seminars per year to guarantee sustained O&M competency improvement



Indonesia: Comprehensive Competency Improvement Solution

- Select star employees to participate and share experience of overseas projects
- Invite leading operators and vendors to share best experience
- Integrate industry knowledge, improve comprehensive competency of technology, operation and business



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