



# One Step Ahead Series

## Workforce Readiness in China: Narrowing the Skills Gap in an Evolving Economy

China World Summit Wing  
Beijing, China

Tuesday, May 12, 2015  
9am - 2pm

In partnership with **CCG** 中国与全球化智库  
CENTER FOR CHINA & GLOBALIZATION

Rapid economic development, lagging education systems and shifting demographics have led to significant discrepancies between the supply of labor and market needs. Multiple surveys have concluded that employers around the world are having difficulty filling vacancies due to a lack of available talent. This problem is particularly acute in emerging economies, with a skilled workforce more in demand than ever. Markets such as China, once relying on cheap labor to fuel their export-led economies, are evolving and moving up the value chain. As a result, developing nations have had to narrow the skills gap and produce additional employees capable of more talent intensive jobs. During this half-day symposium, leaders from academia, industry and government will address the existing skills gaps issues in China and explore the future employment needs that address real world demands. They will also advance thinking and knowledge in finding solutions to bridge the workforce skills gap.

**Keynote Address: Employment Challenges faced by China**  
China faces significant employment challenges due to the sheer number of people seeking work and imbalances in the labor market. This address will cover the key employment challenges faced by China, particularly in light of a slowing economy.

- Wang Xiaochu, Vice Chairman, Foreign Affairs Committee, National People's Congress & Former Vice Minister of Human Resources and Social Security

**Panel I: Narrowing the Skills Gap: Matching Graduates' Skills with Market Needs**

China is at a critical juncture in its economic development, and fundamental to this is workforce readiness. While the number of tertiary graduates in China now exceeds seven million a year, many company executives lament that graduates often lack the skills needed to perform the work. Panelists will discuss whether there is a real mismatch, and what industry leaders, education institutions and government can do to close the gap.

- Bridget Beattie, Group E.V.P., Asia Pacific Middle East, Right Management
- Chauncy Lennon, Managing Director, Global Head of Workforce Readiness, J.P. Morgan
- Li Qiang, Dean, School of Humanities and Social Sciences, Tsinghua University
- Wang Huiyao, Founding Director-General, Center for China and Globalization
- Edward Tse, Founder & CEO, Gao Feng Advisory Company (Moderator)

**Panel II: Evolving from an Investment-led to Consumption-based Economy: How the Needs of a Skilled Workforce Impacts China**

China is determined to transition from the "world's workshop" to a consumption-oriented economy. Panelists will discuss how the shift is impacting on the needs of the workforce and what China needs in order to grow its economy and opportunities for the burgeoning middle class.

- Fan Gang, Director, National Economic Research Institute
- Bob Xu Xiaoping, Co-Founder, New Oriental Group
- David Schlesinger, Founder & Managing Director, Tripod Advisors; Former Chairman, Thomson Reuters China (Moderator)

**Keynote Dialogue: Challenges Facing China's Internet Industry**

China's booming internet sector has created tremendous opportunities for companies such as Baidu. To maintain its competitive edge, Baidu requires a large amount of talented employees to continuously improve services and develop new products. Yet many Chinese tech businesses are struggling to recruit skilled workers, posing a major challenge to their growth prospects. What is Baidu doing to inspire its employees to "think outside of the box"? What are the core skills Baidu seeks in its employees? How does it attract and retain talent? Has the skills gap issue affected its development of new products or services?

- Robin Li, Co-Founder, Chairman and Chief Executive Officer, Baidu, Inc. (TBC)
- Ronnie C. Chan, Co-Chair, Asia Society (Moderator)

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Please RSVP to

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