



# One Step Ahead Series

## Human Capital Transformation Through Innovation in China

The Peninsula Beijing, China  
 Thursday, November 3, 2016  
 8.45 am - 1.00pm

In partnership with

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

Three decades of rapid expansion in China has led to annual double-digit growth, slowing to 6.9 percent last year. As the nation transitions from “Made in China” to “Innovated in China”, innovation and technology is key to sustaining China’s growth trajectory. Yet the creation of value-added jobs is hampered by the limited skills of the labor force, despite a record 12 million university and vocational graduates seeking employment this year. Meantime, many of the jobs that have driven China’s economic growth are disappearing, as low-cost, labor-intensive industries shift production to Southeast Asia. China’s labor market is in a state of flux, with a mismatch between the needs of employers and demands of employees. Leaders from academia, industry and government will deliberate workforce issues in China as the nation shifts towards a knowledge-based economy, while addressing China’s deep-seated and complex employment problems, and exploring feasible solutions.

### Keynote Address | Under the “New Normal”: The Impact on China’s Changing Labor Market

China has embarked on a path of slower but higher quality growth under its “New Normal” approach which places greater emphasis on mass entrepreneurship and innovation. This address examines the challenges to China as it seeks to augment its position under the “New Normal” and how this will impact on employment needs.

- He Xian, Former Vice Minister of Human Resources and Social Security

### New Skills at Work: Closing the Skills Gap

More than 50% of global CEOs surveyed have expressed concern that difficulties finding suitable and trained workers could limit company growth prospects. To address these critical workforce issue, J.P. Morgan has launched its “New Skills at Work” workforce initiative. This overview outlines the aims of the five-year, \$250 million global initiative which leverages their resources, expertise and global reach to help inform and accelerate efforts to support demand-driven skills training for adults.

- Chauncy Lennon, Managing Director & Head of Workforce Initiatives, Global Philanthropy, JPMorgan Chase

### Research Findings | Understanding the Skills Gaps Issues in China

J.P. Morgan has commissioned Tsinghua and Fudan Universities to conduct joint research to provide a comprehensive understanding of the skills gaps issues in China. The authors will outline key findings and provide policy recommendations.

- Yuan Zhigang, Distinguished Professor of Cheung Kong (Chang Jiang) Scholar, Director of Employment and Social Security Research Center, Fudan University
- Li Qiang, Dean, School of Social Sciences, Tsinghua University

### Panel I | Enlarging China’s Talent Pool: Towards Supply-Side Structural Reform

National leaders have called for a faster pace in supply-side structural reform to stimulate market vitality, including cutting bureaucracy, supporting innovation and entrepreneurship, closing redundant factories and consolidating torpid state-owned enterprises. This session will explore how the shift in economic focus will affect the workforce demand and supply and propose measures to address this.

- Lu Mai, Secretary-General, China Development Research Foundation
- Ma Jun, Chief Economist, Research Bureau, People’s Bank of China
- Wang Huiyao, President, Center for China and Globalization
- Jonathan Woetzel, Senior Partner, Shanghai, McKinsey & Company
- Alexander Wan, Senior Advisor, Asia Pacific, China Daily (Moderator)

### Panel II | The Key to Success: Filling Talent Gaps in High Growth Sectors

After decades of abundant cheap labor, China’s demography and labor dynamics are shifting. This dialogue investigates how the economic transition impacts on the workforce in high growth sectors such as value-added manufacturing, finance, ecommerce and health, and explore sector approaches to alleviate talent shortage.

- Lu Wei, President, CDP Group
- Frank Ning, Chairman, Sinochem Group
- Zhang Yichen, Chairman & CEO, CITIC Capital Holdings
- Ronnie C. Chan, Chairman, Hang Lung Properties (Moderator)

### Lunch

Last Name	First Name
Company	
Title	
Contact Person	
Tel	Email

Please RSVP to

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