ANNUAL REPORT

NATIONAL ASSOCIATION OF ICT COMPANIES FROM MOLDOVA

2017 - 2018

MOLDOVAN ASSOCIATION
OF ICT COMPANIES

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LIST OF ACRONYMS

ADA Austrian Development Agency

ADC Austrian Development Cooperation

ATIC Moldovan Association of ICT Companies

B2B Business to Business

BPO Business Process Outsourcing

BSP Business Service Provider

ICT Information and Communication Technologies

K12 primary and secondary education (grades 1-12)

MITC Ministry of Information Technology and Communications

MoE Ministry of Education

MoU Memorandum of Understanding

VET Vocational Education and Training

ER Expected Result

FAF Foreign Assistance Framework

FTE Full Time Equivalent

IT Information Technology

ICT Information and Communications Technology

ICTEC Information and Communication Technology Excellence Center

LOP Life of Project

M&E Monitoring and Evaluation

OCA Organizational Capacity Assessment

PIRS Performance Indicator Reference Sheet

PMP Performance Monitoring Plan

PPP Public Private Partnership

SO Strategic Objective

USAID United States Agency for International Development

USD United States Dollar

Special Thanks to our Gold Partner

Switchover AG is a Swiss Company that operates in the wholesale telecommunication market.

Our story starts in 2003 in London, when Switchward Ltd was established. In 2004 we became a Swiss telephone operator. In 2012, Moldtelecom - the national telecommunication company of Moldova, selected us as the exclusive gateway for the incoming and outgoing international voice traffic. Our dedicated teams, located in Chisinau and Switzerland, are continuously building fruitful and reliable relationships with our partners and clients.

We focus on companies with exacting requirements and we promise enriching relationships. We have the flexibility, technology and solutions to interconnect globally both with the major incumbents and international carriers, and with alternative operators.

With our range of telecommunication services we want to become a point of reference in the international telecommunication market.

To understand and enable customer's challenges delivering the highest quality standards with advanced services and tailored solutions thus creating a platform for growth & improved profitability.

Switchover Srl, the latest to be incorporated, is based in Moldova. The Chisinau offices employs developers and certified specialists as well a very skilled sales team. Our wholesale team is made of professionals with vast experience in telecom industry and deep understanding of global wholesale market in general. And we are here to give unique and effective solutions tailored to your rigorous requirements.

PRESENTATION OF THE MOLDOVAN ASSOCIATION OF ICT COMPANIES

Who we are?

Business Organization uniting 45 companies.
Umbrella Organization gathering over 5000 employees

Being established in 2006, ATIC is the action leading association and the voice of the Moldovan ICT industry that promotes the development of the ICT sector in Republic of Moldova through viable partnerships between companies, similar organizations, government, state institutions and international organizations. The association was founded to represent the industry on different policy and legislative issues and to facilitate the exchange of best-practices between members. ATIC mission is to advance the country's competitiveness as a destination for value-added IT and BPO for international clients.

Our Vision

The ICT sector will be the main driver behind the Moldova's economic growth, augmenting labor productivity and enhancing international competitiveness.

Mission of the Association

Advance the competitiveness of the ICT sector and promote the ICT as a core enabler for national economic development.
On the international level the Moldovan Association of ICT Companies promotes the industry's potential as a reliable business partner for international IT and BP outsourcing clients.

Priorities:

Providing a better business environment (Lobby and Advocacy)

Empowering market development

Workforce development programs

Empowering market development

Objectives:

1. To raise the Moldovan ICT/BPO industry's profile and image within the country and on International markets.

2. To raise the level of co-operation and collaboration amongst members of the Moldovan ICT business community.

3. To work with Government to improve the business context, legal framework and overall prospects for the sector.

4. To collaborate with Moldovan Educational institutions to improve over time the quality and quantity of ICT/BPO trained graduates.

5. To help improve levels of professional & management skills within ICT/BPO companies.

6. To improve all aspects of investment opportunities for ICT/BPO enterprises in Moldova.

Member Benefits:

Benefits	Description
Lobbying and Advocacy	**Strength of combined action on issues of common interest:** IT Parks Big Brother Law Personal Data Private Copy Levy system in Moldova Fiscal and Customs policy Document Contributing with proposal to improve the tax system Electronic Money Electronic Commerce
Advocacy Alert	Members get regular email notifications on new regulations in the ICT sector. A special tool on our website where members are always informed about the newest regulations that affect the sector
Networking	Meetings on various topics Invitation to ATIC/Tekwill events Meeting Partners Exchange of information and best-practice on practical/industry issues and on how to deal with difficult policy questions. Share opinions during events organized within ATIC Promote ATIC member companies via various means of communication and events
Promotion of the Company	Members Spotlight on ATIC website Sponsorship Opportunities B2B Portal Referrals- ATIC always receives requests for recommendations!!! Aligning with ATIC events and activities is an excellent opportunity to utilize a powerful marketing tool. Membership data base on ATIC website

Sponsorship Opportunities within Tekwill Programs	Your Company logo prominently displayed during Tekwill Programs, on printed materials, on the program banner, Facebook Page and other media channels.
	Your Company's promotional brochure distributed during the program
	Your Company mentioned as a program sponsor in press releases and any other event advertising. Promotion of the Company through the Program Campaign
	Complimentary promotional space in Tekwill and ATIC programs/ publications
	Through ATIC sponsorship opportunities, you will gain additional exposure in the press
	Your company will demonstrate socially responsible behavior, increasing positive recognition and brand loyalty.
	Connect your Company to the outside world
Newsletter	With ATIC you are on the top of the news. We always strive to offer timely and valuable information to our members. On the other side, our members have the opportunity to share with each other their news and to promote their products and services.
Tekwill within ATIC	Exclusive Discounts for ATIC Members
	Access to Events
	Sponsorship Opportunities
	Access to defining and benefit of educational programs
	Participation in market development opportunities and start up ecosystem environment
EuroISPA Information Access	ATIC is a member of pan European association of European Internet Services Providers Associations (ISPAs). It is the world's largest association of Internet Services Providers (ISPs), representing over 2300 ISPs across the EU and EFTA countries. As an Association working on European Level makes ATIC visible to European Community.
Human Resources Capacity Development	ATIC looks forward to provide to its members variety of training, workshops and programs in different fields, which would guarantee to enhance your valuable human capital and meet the sector's needs.
	ATIC is dedicated to helping businesses grow by assisting them in locating staff with the highest level of skills

THE ORGANIZATIONAL CHART OF THE ASSOCIATION

Hardware and Software distribution	Soft development	Call Centers and BPO	Telecommu-nications

↓ ↓ ↓ ↓

General Assembly

↓ ↓

Censors Committee   **Managing Board**

↓ ↓
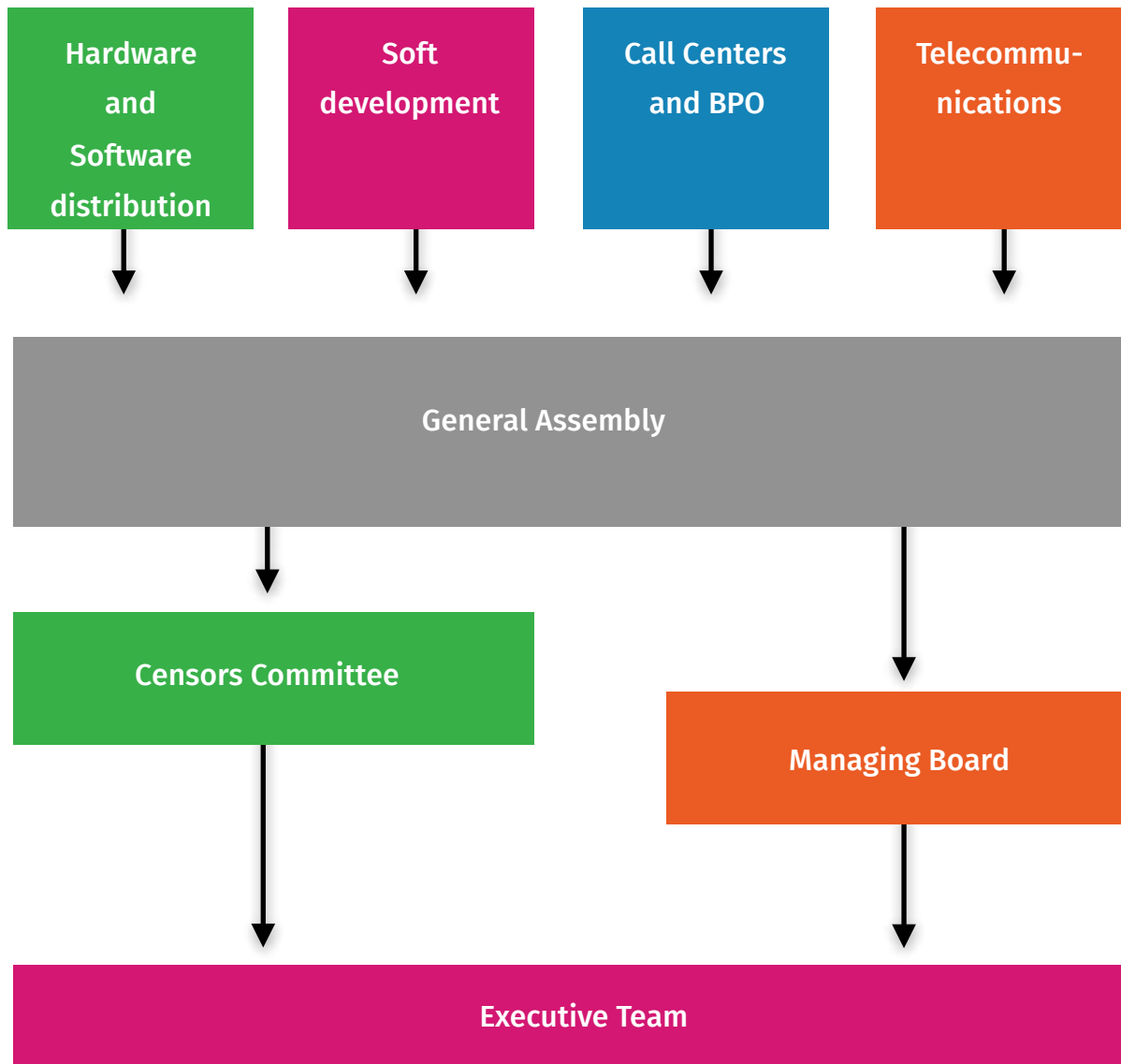
Executive Team

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Contact person: Ana Chirita, Executive Director

Board members 2017

President

Irina Strajescu, Moldcell

Serge Shmigaliov,

Microsoft

Veaceslav Cunev,

Deeplace

Stefano Iannucci,

Switchower

Eugen Galamaga,

Allied Testing

Alexandru
Machedon,

Starnet

Julien Ducarroz,

Orange Moldova

Olivier Prado,

GPG Consulting

Board members 2018

President
Irina Strajescu, Moldcell

Eugen Galamaga,
Allied Testing

Elena Mutruc,
Pentalog

Radu Lazăr,
Endava

Iurie Coroban,
AlfaSoft

Sergiu Postică,
Orange Moldova

Olivier Prado,
GPG Consulting

Stefano Iannucci,
Switchower

Executive Team

Ana Chirita,
ATIC Executive Director
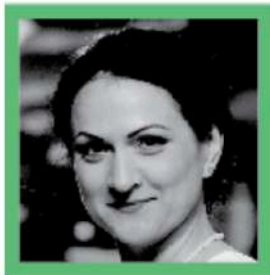
Irina Oriol,
Deputy Project
Coordinator "Tekwill"
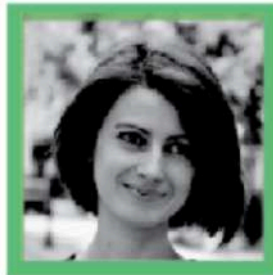
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Manager / Educational
Programmes Manager

Violeta Bordeniuc,
Senior Accountant

Corina Damaschin,
ATIC Executive Assistant

Adrian Șervan,
ATIC Legal Advisor
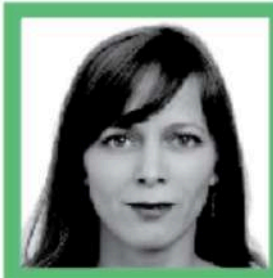
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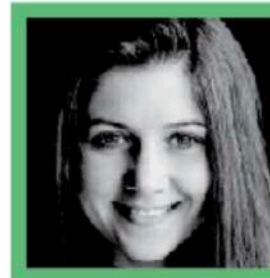
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Entrepreneurship &
Events Manager
within Tekwill project

Ion Corbu,
ICT System and Network
Administrator within
Tekwill project

Traian Chivriga,
Business Development
Manager within Tekwill
Project

Ștefan Nistor,
Marketing Manager
within Tekwill Project

BRIEF DESCRIPTION OF ACTION PLAN AND ITS OUTCOMES

Lobby and Advocacy Initiatives

Activities	Key facts and achievements	Partners
The IT Business Forum "Gov4ICT" 2017	4 keynote speakers 1 major news - Launch of Moldova IT Park	Ministry of Economy and Infrastructure USAID
Technical meeting on fiscal issues – "Moldova IT Park" 2018	100 participants at the Technical meeting about Moldova IT Park 4 keynote speakers	PWC Moldova IT Park National Center for Personal Data Protection (CNPDCP)
GDPR Workshop, within Cyber Week Moldova 2018	200 participants at the GDPR Workshop 8 keynote speakers	Twinning project Association for the Protection of Private Life EU Delegation to Moldova
Public Administration Reform	ATIC managed to lobby for a separate State Secretary dedicated on ICT within the new government reform	Moldova Competitiveness Project

Moldova IT Park	Preparation of the package of documentation for Moldova IT Park Continuous interaction and feedback on the legislation, regulations and all related relevant government documents Launch of Moldova IT park 346 residents of Moldova IT Park as of 15.01.19	Moldova Competitiveness Project
IT Competitiveness Strategy	New IT Competitiveness Strategy approved in 2018	GIZ USAID Government of Sweden Moldova Competitiveness Project
Startup Visa	8 Meetings with public bodies on the subject 5 position papers submitted 15 Startup Visas granted to non residents	GIZ USAID Government of Sweden Moldova Competitiveness Project
List of priority occupations	78 new priority occupations related to ICT sector	GIZ USAID Government of Sweden Moldova Competitiveness Project

The population support fund and the Universal 1% Tax	4 meetings organized with various authorities to argument the outdated relevance of this	
Social Contribution Limitation to 5 average salaries	1 position paper together with ERA, 7 meetings organized on Social Contribution Limitation to 5 average salaries.	
Electronic currency license	1 position paper	
Personal Data	2 workshops with EU experts in GDPR 1 new draft law	GIZ USAID Government of Sweden Moldova Competitiveness Project
Big Brother Law	4 Meetings and round tables have been organized on the Big Brother Law; Position papers, and media coverage realized by ATIC	
Increase of number of budgetary places for ICT Specialties	20% increase from the previous years in ratio to the total number of School graduates;	
Education Code	1 draft amendment to Art. 132	
Labor Code Amendments	4 amendments to the New Labour Code	
Penal Code	Several position papers submitted to the Ministry of Justice of Moldova	

Royalty	3 amendments to the law 3% fixed compensation in amount for all the types of phones which are able to reproduce subject to author rights pieces	
Private copy Levy	14 position papers submitted on Private copy Levy Law. 19 meetings public bodies on this subject with	
Electronic currency license	3 position papers submitted on decrease of payments made by network providers and electronic communications service providers;	GIZ USAID Government of Sweden Moldova Competitiveness Project
Memorandum of understanding on the development of the information management system for technical vocational training	Signed between The National Association of ICT Companies and the Ministry of Education, Culture and Research of the Republic of Moldova	
Memorandum of understanding on the implementation of digital education on national level	Signed between the Ministry of Education, Culture and Research of the Republic of Moldova, Ministry of Economy and Infrastructure of Moldova, National Association of ICT Companies, Training, Innovation and ICT Excellence Centre – Tekwill	

Market Development Initiatives

Activities	Key facts and achievements	Partners
Moldova ICT Summit 2017	45 speakers from 23 countries 3 tracks such as: 1. ICT4Development, 2. ICT4Startups, ICT4Education and Rockstart Answers Chisinau 3. Over 600 participants	USAID Government of Sweden Austrian Development Cooperation Microsoft IBM UNDP MIEPO Oracle Ellation Rockstart Tenerlab
Moldova ICT Summit 2018 – EdTech Edition	29 speakers Over 500 participants 4 sessions on ICT Education Launch of the initiative on Digital Education	Ministry of Economy and Infrastructure Ministry of Education USAID Government of Sweden UTM Simpals ORACLE Austrian Development Cooperation GIZ MIEPO

Workforce Development

Activities	Key facts and achievements	Partners
Tekwill Academy	Courses provided: Cisco Networking and Security, Oracle Certified Courses (Java and SQL), Project Management, Android Fundamentals, ISTQB Certifications and other 9 university professors have been provided with UTeach scholarships 108 workforce development initiatives completed 117,227 hours of training delivered 50 university students benefit from introducing Java Fundamentals to university curricula and getting OCA certification	Oracle University Microsoft Endava ISD - Inthergroup
ICT Career Orientation 2017	600 participants from universities and vocational institutions 14 companies 15 career sessions and 6 workshops on the latest trends, methodologies, recommendations for career kick off and growth	USAID Government of Sweden Austrian Development Agency Technical University of Moldova

ICT Career Orientation 2018	800 participants 24 sessions and workshops 16 leading ICT companies actively involved within the event	Austrian Development Cooperation Government of Romania PRO DIDACTICA
VET Project	18 beneficiary VET institutions from all over Moldova 100 IT teachers 300 students involved in internships 300 students involved in career orientation programs. 15 ICT companies involved 80 representatives/employees and National Agency for Quality Assurance in Professional Education 30 managers from the CEITI and VET institutions more than 5,000 students as indirect beneficiaries.	Austrian Development Cooperation Government of Romania PRO DIDACTICA

| VET Project | More than 800 teachers and managers from the ICT Centre of Excellence and VET institutions assigned to it
1 modern resource center launched
2 internship programs launched
Increased visibility of the project
2 online platforms developed specifically for VET institutions | Austrian Development Cooperation Government of Romania PRO DIDACTICA |

IT Career and STEM Education

Activities	Key facts and achievements	Partners
IT Career Media Campaign	100 publications in the local mass-media 1 TV Campaign "Choose a Career in IT" Media reach: 525000 people 17 guidance sessions "Choose a career in IT" involving the pupils from 30 schools 2300 pupils and 91 teachers participating in the guidance sessions	USAID Government of Sweden Austrian Development Cooperation UN Women

National Robotics Program	120 educational institutions providing robotics learning activities 4000 pupils were involved in robotics activities in the 2016-2017 school year Over 5000 pupils were enrolled in robotics activities in the school year 2017-2018, out of these 1633 girls; Over 300 teachers are involved in teaching robotics; 20 027 robotics lessons were delivered in the school year 2017-2018;	USAID Government of Sweden Moldova Competitiveness Project Ministry of Education
Microsoft YouthSpark Live Moldova 2017	3 major goals: Employment, Career in Tech, Entrepreneurship	Microsoft
Intel ISEF 2017, USA	2 participating teams from Moldova 1 major prize of $ 10000 from Oracle Academy	Intel Ministry of Education

TwentyTu	115,384 EUR raised	USAID
		UNDP
		Telecomservis
		ISD – Inthergroup
		FFW
		S&T
		QSystemsSRL
		Bass Systems
		Stellar Group SRL
		Tacit Knowledge SRL
		Simpals SRL
		Moldtelecom
		etc

Empowering Women in ICT

Activities	Key facts and achievements	Partners
Women in ICT 2017	150 participants 55 female professionals awarded with Appreciation Certificates within the Women in ICT Ceremony 5 keynote speakers	USAID Government of Sweden

Tekwill Project

Activities	Key facts and achievements	Partners
Tekwill Grand Opening	3400 m² of creative, coworking space 85 enterprises benefited from workforce development initiatives	USAID Government of Sweden Technical University of Moldova Government of Moldova UNDP Orange Moldova Moldcell StarNet Endava And many others
One year of Tekwill	14 new partnerships 61 workforce development initiatives 50,659 hours of training delivered 39 entrepreneurship activities 190 companies/teams assisted $ 800,000 raised by earlier assisted startups 10,500 youth and professionals engaged in educational and entrepreneurship programs 26.3% women involved in skills development & entrepreneurship activities	

Entrepreneurship Encouraged under Tekwill Project

Activities	Key facts and achievements	Partners
Startup Weekend Moldova, 9th and 10th editions Chisinau Startup Week Launch of Internet of Things Lab Startup Academy powered by Tekwill Seedstars Chisinau 2017 and 2018 Tekwill Visionary Club Rockstart Launchtrack powered by Tekwill Traction Camp Moldova TechCrunch Disrupt Berlin 2017	59 enterprises benefited from workforce development initiatives 10 new partnerships 33 workforce development initiatives completed 49,074 hours of training delivered 67 entrepreneurship activities 35 companies/teams assisted 5,208 youth and professionals engaged in educational and entrepreneurship programs 43.2% of women involved in skills development & entrepreneurship activities 48 third party hosted events, summing approx. 3410 participants 10 Moldovan Startups went to Germany	USAID Government of Sweden UN Women GIZ AAHA

LOBBY AND ADVOCACY INITIATIVES

ATIC is lobbying on your behalf on a daily basis!

Purpose

Advance the competitiveness of the ICT sector and promote the ICT as a core enabler for national economic development. On the international stage the Moldovan Association of ICT Companies promotes the industry's potential as a reliable business partner for international IT and BP outsourcing clients.

Objectives

1. To foster ICT business by upholding the highest legal standards.
2. To advance the interests and views of its members providing a reliable forum through which business persons come together and exchange information to promote and develop their mutual interests in Moldova.
3. Maintain a sustainable and open dialogue between our members and Moldovan Government
4. To identify improvements to the business environment and advocate them before the Moldavian authorities.
5. Represent the ICT sector nationally and internationally.
6. In the last two years ATIC achieved major changes for the future perspective of the ICT sector. ATIC persuaded the decision makers to act on more than **15 lobby initiatives.**

ICT sector is gaining power on the international arena in view of many challenges that have kept emerging in this field over the recent years. Being present on all major meetings and acting as a main counterpart in the dialogue with Government representatives ATIC fosters the ICT sector for already 12 years. We are pleased to

mention that according to ATIC Evaluation For, the lobby and advocacy directive is the most relevant part to be followed.

Key Facts:

- 15 Lobby & Advocacy initiatives
- 2 memorandums of understanding
- 21 submitted position papers
- 23 meetings organized
- 1 Forum
- 3 informative sessions
- Members of the Prime-minister's Advisory Council
- Member of MIEPO Advisory Board
- Member of Competitiveness Committee

Main Lobby & Advocacy Initiatives 2017 – 2018

During 2017-2018, ATIC improved its internal lobby and advocacy skills by attracting 2 legal specialists in the field to assist ATIC members on relevant topics and creating better business environment, solving members main issues and providing active dialogue with the Government. Together with ATIC Executive Director, ATIC managed to consolidate its position as one of the most active, relevant and constructive associations from Moldova.

IT Parks – ongoing initiative. The law on IT Parks was approved and Project Moldova IT Park successfully launched. Moldova IT Park counts over 340 residents by the end of 2018. **Law No 77 of 21.04.2016** (Amendments 3) **on information technology parks. Government Decision No. 1144 of 20.12.2017** (Amendments 1) **with the opening of the creation of the Information Technology Park (Moldova IT Park).**

ATIC played the leading role in promotion and assisting the Government throughout the process of adopting the general framework legislation, adjacent legislation, internal regulations, feasibility study, as well as all template documents necessary for the registration.

15 ATIC member companies joined their forces to submit the package of documentation and signed all necessary documents on October 24, 2018.

During 2018, ATIC assisted Moldova IT Park with legal expertise, as well as raised relevant to the members issues regarding the operation of Moldova IT Park as a separate administration unit.

ATIC also assisted the Government in expanding the list of eligible activities within the IT Park regime, thus extending the software development activities, to education in IT, design, creative industries, etc.

ATIC was the initiator of the modification of **art. 18 of Law No 77 of 21.04.2016** and exclusion of compulsory audit.

Also, ATIC has been the promoter of the **Government Amendment No. 1144 of 20.12.2017 and Law No 77 of 21.04.2016** introducing the following:

> Research and development in other natural sciences and engineering, based on the use of specialized high-performance computing equipment;

> Research and development in biotechnology;

> Manufacture of electronic components (modules);

> Cinematographic, video and television program post-production activities, based on the use of specialized high-performance computing equipment.

Within this context, ATIC organized a technical meeting on fiscal issues within IT Park. ATIC financial team together with PriceWaterhouseCoopers Advisory touched the issues raised in 2018 such as methodology of and applicability of 7% regime (salary payments), audit issues, etc.

IT Competitiveness Strategy. The legislation was approved and published in November 2018. **Government Decision No 904 of 24.09.2018 on the approval of the strategy for the development of the technology, information and ecosystem for digital innovation for the years 2018 - 2023 and the action plan for its implementation.**

During 2018, ATIC has provided its expertise in defining priority areas of intervention. Major activities will be included to reach the following:

> Competitive business environment;

> Competitive human capital in the area of ICT;

> ICT based innovation;

> Support for investment and export of ICT.

Planned KPIs under the action:

Competitive Business Environment	Competitive human capital in the area of ICT
1. Minimum 10 big companies present on the market (according to NBS-big company is considered with more than 250 employees)	1. min 25% growth in number of individuals who choose a career in IT or work in the field
2. Minimum 1000 SMEs in IT	2. 50% employability rate reached among university graduates
3. IT sector turnover reach 500 mln USD	3. min 2000 IT specialists trained and certified throughout their lives

4. Minimum 5 IT innovation centers in Moldova 5. 250 mln USD public and private investment into the ICT sector during the following 5 years 6. min 50, 000 m2 of IT relevant infrastructure created	4. min 10,000 m2 of physical IT educational infrastructure based on innovation
ICT based innovation 1. Increase the number of digital innovation companies to streamline business processes and simplify business management 2. Create acceleration funds and invest in ICT-based innovations	**Support for investment and export of ICT** 1. Expand the export markets for IT products and services in Moldova, as well as attracting investments in the local IT industry 2. Increase in IT service exports from USD 80 million in 2016 to EUR 200 million USD in 2023 3. Increase the presence on the local market by 100 of the number of companies with foreign IT capital.

Startup Visa – ongoing initiative. Provides easy access to the labour market of the Republic of Moldova of highly qualified foreign IT professionals. The new legislative amendments are in support of the IT field and the startups in this field in order to create a fast and efficient permissive framework for the access to the Republic of Moldova of people investing in IT, highly qualified specialists in this field, as well as members of their families, from both EU and non-EU countries. Law no. 200 of 16

July 2010 on the regime of foreigners in the Republic of Moldova and Law no. 180-XVI of 10 July 2008 on labor migration.

ATIC also participated in three sessions of the Prime Minister's Economic Council proposed optimization of the procedures for entry and stay of foreign investors and emigrant workers was debated by amending Law no. 200 of 16 July 2010 on the regime of foreigners in the Republic of Moldova and Law no. 180-XVI of 10 July 2008 on labor migration.

ATIC being a member of the Startup Visa Committee, participated in the issuance of an opinion for the right to stay on the territory of the Republic of Moldova for 15 persons, starting with December 18, 2017.

List of priority occupations – ongoing initiative. According to **art. 6, paragraph 7, lit. h) of Law no.180 of 10.07.2008 on labor migration,** it is not necessary to obtain the right to work for foreigners whose qualification is included in the List of priority occupations.

ATIC Legal team consolidated and submitted proposals from ATIC Members on the completion of the List of Priority Occupations. The modification has been approved and published in Annex 1 of the **Government Decision no. 115 of 31.01.2018** regarding the approval of the List of Prior Occupations,** being completed with **78 new occupations**, that form 61,42 % out of total and are part of the IT field.

The population support fund and the Universal 1% Tax – initiative on hold. This legislation provides a ceiling of up to 1% of the universal fee. Considering the **Law no. 827 from 18.02.2000 regarding the Population Support Fund** applying a 2.5% tax on mobile operators, the government did not dare to approve this tax contribution. It can only be enforced with the exclusion of the 2.5% tax and modification of the above-mentioned law.

Based on member requests, ATIC has held 3 meetings at the Prime-minister's Economic Council. The main arguments presented on behalf of ATIC included:

high burden on the mobile operators due to the biggest number of taxes imposed on their business inequality towards the market, since only 3 operators are subject to the tax the tax was introduced in early 2000 as a luxury tax, while with a mobile penetration of over 126%, thus the tax cannot be applied anymore to this category.

During various discussions, ATIC proposed that the 2.5% tax to be completely abolished, diminished and redirected towards the universal service fund from as is, or modified with an applicability towards all information and communication services providers. None of the solutions has met sufficient support, thus the question has been postponed.

Social Contribution Limitation to 5 average salaries – initiative on hold. The annual basis for calculating the individual social security contribution may not exceed 5 monthly average wages for that year multiplied by the number of months in which the person has registered insured income.

Based on a joint cooperation between ATIC, Amcham and EBA associations, the issue has been raised at the Government level and actively discussed during 2017. Although, the Prime minister has issued a decision to reverse the process, the actions related to the topic have not been finalized by the subordinated institutions, and the topic has been postponed for 2018, however the relevance of it

disappeared for the IT sector to the appearance and introduction of Moldova IT Park as a new fiscal regime for IT companies.

Electronic commerce and electronic payments – ongoing initiative. According to preliminary estimates, electronic payments are considered costly among traders as well as uncomfortable and unpopular among consumers. Therefore, ATIC has proposed modification of the **Low 287 dd.22.07.2004 on electronic commerce** and had a common meeting with international experts about how to improve Moldovan legislation to develop e commerce.

ATIC will continue with the negotiation of lower tariffs for Moldova by the providers of the international electronic payment systems (Visa, MasterCard, etc.); regulation of interchange fees; approving fiscal incentives for electronic payments (VAT reductions); the development of national payment systems; deterring cash payments.

Personal Data – ongoing initiative. A new law draft aims to bring Moldovan legislation in accordance with the European provisions on this segment. ATIC supervises the project to ensure fair transposition and compliance with the realities of the Moldovan regulatory framework. The drafting of the proposed law is a selective transposition of **EU Regulation 2016/679 of 27 April 2016** and in some part, it signifies a move away from the approach taken by the GDPR.

During 2017 and 2018, ATIC has overseen the evolution and implementation of the regulations on personal data protection, especially in the context of the new regulation on GDPR active since May 25, 2018. ATIC has presented its proposals towards existing modifications, has assisted ATIC member companies in registering as operators at the Centre for Personal Data protection.

ATIC has submitted a set of consolidated proposals on the draft laws: Law no. 20-XVI of 03 February 2009 on the prevention and fight against cybercrime and Law no. 133/2011 on the protection of personal data to the Ministry of Justice of RM, Prime-minister's Economic Council, National Center for Personal Data Protection.

In the context of the new legislation to be implemented, ATIC has organized, together with EU experts, workshops for IT companies and ATIC members, as well as continuously serves as a watchdog of the respective legislation implementation, considering the requests of ATIC Members.

Currently, the new projects are under examination within the Parliament.

Big Brother Law – initiative on hold. A new law on broadening state attributions in informational field and operators' obligations to retain traffic data, increase digital surveillance and impose internet blocking. The State will have the right to block websites that promote terrorism, which instigate racial and religious hate, child pornography sites. Security forces will be able to react in special cases without a court order.

In that regard, ATIC organized meetings and round tables with public bodies representatives in 2017. Extensive and erroneous interpretations have been discussed. ATIC will continue the dialogue with the Government in this sense in 2019.

Increase of number of budgetary places for ICT Specialties – ongoing initiative. For two year in a row, ATIC ran a dialogue with the Government on the topic of

increasing the number of budgetary places for technical specialties. **As a result, the number of ICT interested candidates grew 4 times in the past 5 years.**

ATIC submitted several letters to different central public authorities regarding the increase of the ceiling of places and the possibility of redistributing unsolicited seats in the higher education institutions financed from the state budget, including the masters' degree. An increase of 20% in comparison with the previous years in ratio to the total number of School graduates had been noticed.

The Ministry of Education, Culture and Research of the Republic of Moldova confirms the intention to increase the admission plan with budget financing for the field of Information and Communication Technologies in session 2019.

ATIC will continue to monitor the statements about the Government's intentions in implementing the admission plan 2019 and will make every effort to obtain the highest possible number of places financed from the state budget for ICT.

Education Code – ongoing initiative. ATIC submitted the draft amendment to Art. 132 to the Minister of Education, Culture and Research and the Ministry of Economy and Infrastructure.

The submitted modification of Article 132 of the Education Code implies exclusion of the requirement to hold a PhD degree for a scientific-didactic position in IT specialties (this will allow IT specialists from the private sector to teach university lessons without being required to hold a PhD or a master). The draft is currently under examination.

New Labor Code – ongoing initiative. ATIC emphasized the need to regulate telework (remote work), specific for IT professionals and many other things that have been proposed by Endava at the meetings organized by the Prime-minister's Economic Council and Wold Bank Moldova, where a new project of the Labor Code was discussed.

> At the request of ATIC members, there were proposed amendments regarding:

> Remote work / Teleworking;

> Full compensation for expenses incurred in connection with the leave
  Modifications in holiday leave payment calculations and other changes in text
  wording

> At this stage, proposed amendments are under examination within the
  Parliament.

Penal Code, Criminal Procedure Code, Administrative Amendments Code – ongoing initiative. With ATIC support, all ATIC members' proposals were forwarded to the Prime-minister's Economic Council platform in the framework of the debates organized by the Ministry of Justice of the Republic of Moldova. ATIC will continue to

serve the interests of its members and will further monitor the status of the proposed amendments in 2019.

Royalty 15%. – ongoing initiative. ATIC participated at an Internal meeting on private copy levy was held with Prime-minister's Economic Council representatives, as a result of lawsuit against these two ATIC Member companies Orange SA and Moldcell SA where Copyright organization sued the two companies to receive compensation in amount of 3% for all the types of phones which are able to reproduce subject to author rights pieces.

As a result of the meeting, the companies accepted that they need to pay compensation, but companies cannot fulfill their obligations. At the same time AGEPI proposed a Memorandum of Understanding between the parties where a negotiated compensation in amount for different devices would be introduced with a clear list of devices and equipment stipulated.

ATIC submitted later approved proposals on Art. 11, 26 and 27 of the **Law no. 139 of 2 July 2010 on Copyright** and Related Rights and **Law No 114 of 3 July 2014 on the**

State Intellectual Property Agency which at the moment stipulates the obligation to pay the compensatory remuneration of at least 3% of the sum of the equipment cost.

Private copy levy – ongoing initiative. ATIC submitted a draft Amendment to **the Government Decision Nr. 1609 of 31.12.2003 on the approval of the Regulation on industrial property objects created in the exercise of service duties** that stipulates the amount of the remuneration payable on the use of the objects of property intellectual service, independent of employment relationships or relationships established between the employer and the co-author in the amount of 15% of the gross income. At this stage, proposed amendments are under examination within the Parliament.

Memorandum of Understanding on the development of the information management system for Technical Vocational Education and Training was signed between the National Association of ICT Companies and the Ministry of Education, Culture and Research of the Republic of Moldova in the framework of the Project "Partnership for Quality and Relevance in ICT Vocational Education in Moldova (VET II)". The purpose of the MoU was to ensure the quality and relevance of ICT education for the local, regional and national economy of Moldova by supporting the launch and quality of the ICT Excellence Centre, thus promoting the harmonization of ICT education in Moldova with the requirements of the labour market and supporting the initial activity and functioning of the National Agency for Quality Assurance in Vocational Education as an independent, functional and professional body.

Memorandum of understanding on the implementation of digital education on national level between the Ministry of Education, Culture and Research of the Republic of Moldova, Ministry of Economy and Infrastructure of Moldova, National Association of ICT Companies, Training, Innovation and ICT Excellence Centre – Tekwill, aiming to increase pupils' interest and motivation for learning, by increasing the quality and results of the children's learning through the application of interactive learning methods and modern ICT equipment.

Lobby and Advocacy 2017 highlights

The IT Business Forum "Gov4ICT"

The Forum was co-organised by Ministry of Economy and Infrastructure in partnership with ATIC and brought together the representatives of government, development partners and over one hundred business people. The participants engaged in critical conversations about the future of ICT sector in Moldova in the

context of the new regulations on IT Parks. The Forum took place on September 7th, 2017 at Radisson Blu Hotel in Chisinau.

In his opening speech, Prime Minister Pavel Filip mentioned that the government's commitment to the complex process of implementing reforms in various sectors is meant to increase citizens' welfare and the establishment of IT parks corresponds to the desire to develop high value-added industries, with a significant potential for growth in the domestic economy. The Prime Minister pointed out that IT parks will lay the foundation for a strong IT industry and a competitive regional business

environment by simplifying the launch, management and development of business in the field.

» Prime Minister Pavel Filip:

"Even though fiscal attractiveness is a significant element, not only the fiscal burden is important for businessman, but objectivity of law enforcement, elimination of corruption and bureaucracy, which led to the idea of applying a 7-per cent-tax on sales within IT parks"

The Prime Minister encouraged the representatives of the industry to participate in the foundation of IT parks and assured that the government will further pay more attention to developing ICT industry.

Irina Strajescu, ATIC President, Member of the Board on behalf of Moldcell announced ATIC's decision to facilitate the creation of the first IT park:

"In order to make the Moldovan ICT sector competitive at the international level, we need support and facilitation. We are pleased that we can rely on the authorities' support in this regard. Although there are many applicative questions regarding the creation of IT parks, we hope to get answers during this meeting. ATIC has taken a decision to create an IT park".

Moldova Business Week 2017

In October 2017, ATIC participated at Moldova Business Week, one of the most important business events of the year. ATIC hosted a special session dedicated to the ICT sector, development and investment opportunities, current challenges for

the industry. The main activities on lobby and advocacy carried out under the umbrella of the Association were presented within the session. Also, the discussions focused on the urgent need to solve the shortage of the human capital for the industry. ATIC presented the workforce development initiatives implemented under Tekwill Project and the key directions followed according to the industry needs and expectations.

Public Administration Reform

In order to more efficiently advocate IT industry on a governmental level, under the public administration reform, the Ministry of ICT has been placed as a separate unit under the new Ministry of Economy and Infrastructure. During the public administration reform, ATIC has actively promoted the need of a separate implementation unit, state secretary or dedicated personnel for ICT due to major projects and industry share in Moldova's economy. After a series of 3 meetings and presentations bringing the examples of other states in the region and worldwide, ATIC managed to receive the commitment of the Government to have institute the function of a State Secretary dedicated to ICT. This position is crucial to meeting critical stakeholder goals, unlocking and strengthening economic and social opportunities for ICT sector in the Republic of Moldova.

Lobby and advocacy 2018 highlights

Moldova IT Park

Moldova IT Park was created by the Decision of the Government of the Republic of Moldova at the initiative and with the support of the National Association of ICT Companies, when 15 ATIC member companies signed and submitted the documentation for its creation. The main goal of the Moldova IT Park Information Technology Park is to create an organizational platform with a set of innovative mechanisms and facilities to boost the growth of the information technology industry, create new jobs and attract local and foreign investment. The Government decision on the creation of Moldova IT park was approved on January 1 2018, following the official request submitted to the Ministry of Economy and Infrastructure by ATIC in October 2017.

The park aims to capitalize on the growth opportunities of the IT industry by implementing a predictable and motivating regulatory framework by facilitating the fiscal and business management system. The key-element of the project was to implement the innovative tax model for IT parks residents by applying a single tax in the amount of 7% with simple and clear management mechanisms.
The parks will offer a "virtual" operating regime, and residents will be able to carry out their genres of activity and make use of the facilities provided, even from their own offices or residences, after proper registration. This will allow the legalization of businesses, wages and ultimately the increase in the taxable base of a high-value industry and the best paid jobs.

In order to create the development momentum for Moldova IT Park so that it quickly unlocks its potential, ATIC has helped the IT park in defining the following:

> Branding – a simple logo presenting IT related connections on the physical map of Moldova

> Website Creation

> Social media presence, initial administration of the pages, initial communication plan.

> Financial and legal expertise to support the Moldova IT Park proper functioning.
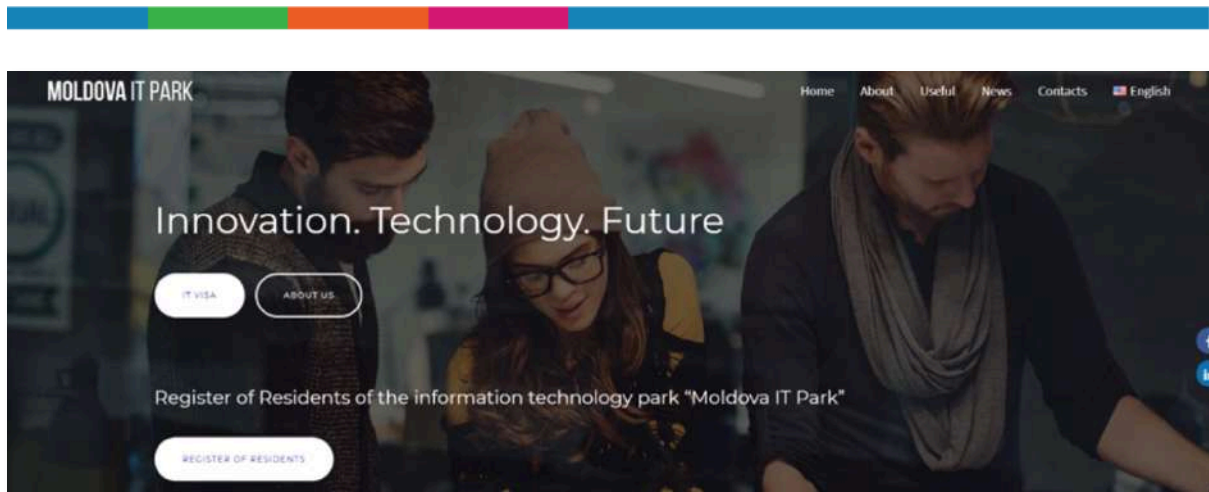
Success story "Moldova IT Park enables local IT companies to develop and excel"

Tacit Knowledge has become a resident of Moldova IT Park in February 2018. Tacit Knowledge is a consultancy company in digital commerce, with offices in the United States, Great Britain, Mexico and the Republic of Moldova. The company provides business and technology consulting, system deployment and integration, including developing and implementing personalized solutions for large brands and retail networks. Among the Tacit Knowledge clients are international companies such as Nike, Converse, Gucci, Office Depot, and the technology partners with whom they collaborate more frequently are also their customers - SAP, Google, Visa.

Vadim Echim, Director of Tacit Knowledge:

"I follow the evolution of the IT Park concept from the very beginning and we were very glad when it was implemented. We, like many other companies here, want to keep our talent in the country and develop new talent, and this mechanism, by simplifying business management, will help increase the number of engineers and people who choose an IT career "

One of the defining factors for business development is an attractive and predictable fiscal and administrative environment that would lower business costs in this sector and generate competitive benefits for companies.

Tacit Knowledge Director believes that the implementation of the Moldova IT Park initiative has resulted in many positive outcomes:

"The rules of the game are very simple and clear, which allows the companies to focus, to direct their energy for the development of the business and to deliver the highest value to their clients.
Becoming a member of an IT park, you become a member of a larger community of companies, who have the same questions, the same wishes, the same issues to solve in their dialogue with the state. Being a member, you get this support from the IT Park administration, from other members and from the state, because this dialogue is simplified and facilitated by such a structure as the IT Park. "

Seminar: What is GDPR and why should you care?

The first General Data Protection Regulation seminar, known by the majority after the GDPR abbreviation, provoked a wave of frustration and confusion among EU companies as well as those outside of the EU with customers and audiences. That is why ATIC decided to invite national and international experts to explain about GDPR and how this law affects the Republic of Moldova. Among speakers, representatives from Țurcan Cazac Law Firm, Twinning Project, Association for the Protection of Private Life, ATIC Legal Adviser, and Moore Stephens KSC.

EuroISPA General Meeting in Chisinau

EuroISPA is a pan European association of European Internet Services Providers Associations (ISPAs) is recognized as the voice of the EU ISP industry and is the largest 'umbrella' association of Internet Services Providers in the world. The organization held a 2 day session in Chisinau on September 20-21, 2018. The main focus of the meeting tackled topics related to Cyber Security, GDPR, internet crimes, e-evidence and initiatives on encryption, European Electronic Communications Code, EU Copyright Directive Reform and other.

Technical meeting on fiscal issues – "Moldova IT Park"

ATIC in partnership with PriceWaterhouseCoopers (PwC) organized a technical meeting on fiscal issues related to Moldova IT Park. The session had interventions from the President of the ATIC Fiscal Committee and other experts in the field and Moldova IT Park Administration. Approximately 100 attendees took part in the event, mostly financial department representatives. Over 30 attendees from ATIC Member companies benefitted, free of charge on membership basis, from this event. Agenda of the event consisted from the

topics related to frequently asked questions about Moldova IT Park fiscal activity with closer presentation of the Instruction for Completing the Report for "Moldova IT Park" and the guide of Calculation of the cost of IT products and services, application of National Accounting Standards and International Financial Reporting Standards in IT, management accounting in IT companies, tax bases of activity in the park. The meeting took place at Tekwill – ICT Excellence Center.

GDPR Workshop, within Cyber Week Moldova

The workshop was organized by ATIC within Cyber Week Moldova and was dedicated to personal data. National and international experts addressed personal data management and the responsibility it enforces on both large companies and small startup companies overseeing everyone who employs, clients, creates systems, manages events, and so on, is the subject of personal data legislation. The workshop proved to be topical with over 250 registered participants at the event held on November 1st, 2018. The workshop took place at Tekwill – ICT Excellence Center.

MARKET DEVELOPMENT INITIATIVES

Moldova ICT Summit 2017

The 7th edition of Moldova ICT Summit was the leading industry yearly event, aimed to bring together all industry stakeholders, including government, business, multinationals, professionals and academia, to discuss trends and challenges faced by ICT industry globally and in the country, set the premises for sustainable entrepreneurship environment to foster innovation and attract investment. It focused on bringing the most actual topics into discussion and showcases of the top experiences from national and international experts. By bringing the cutting-edge global trends and inviting visionary leaders, the event sought to break the barriers, drive innovation and foster higher aspirations at all levels. Passing through an intense change from its first edition, MICT Summit 2017 emphasized the development of the Moldova's ICT industry to enable an alignment to the global trends:

> **ICT4Development** was focused on presenting Moldova's progress and the country's positioning strategy with aspects related to the law on IT parks, startup visa and infrastructural projects. The track addressed all the promised activities developed in the area of ICT, as well as highlighted the global trends on Governments to adopt ICT to support development of the digital economy, entrepreneurship, to increase efficiency, to strengthen and educate local societies and close the existing gaps. At this session we collaborated with the Ministry of Information Technology and Communication.

> **ICT4Education** put in evidence various aspects of Digital Education, latest solutions in education worldwide and in Moldova. The latest educational offer, the results of the pilot programs, successful partnerships, that were established, were presented during the panel discussion. Another accent that was mentioned was: improving of ICT Education and Training Program, that should have been developed and the way it would be followed up.

> **ICT Startups** was devoted to current and potential startups and digital media managers. Successful entrepreneurs, international experts and investors shared their experiences within the track. The participants learned about various kind of resources and tools, which can be used for promotion and growing the business, what kind of attracting investment tactics can be applied, how to develop a product with tens of millions users. There were put into discussion the following topics: effective models and innovative concepts such as growth hacking, link building, email conversion, internet of things. On this track ATIC partnered with Rockstart - "The Global Startup Machine", from The Netherlands. They covered 2 sessions from the track and shared their input on Moldavan Startup Ecosystem.

Highlights from Moldova ICT Summit 2017:

- 45 speakers from 23 countries, including: India, Georgia, Netherlands, Romania, Russia, Sweden, Ukraine, UK, USA.
- 3 tracks : ICT4Development, ICT4Startups, ICT4Education and one more activity – Rockstart Answers Chisinau
- Over 600 participants during one day developed opportunities, entrepreneurial and educational connections and knowledge.

Moldova ICT Summit 2018 – EdTech Edition

The development of digital education and human capital in the IT sector - was the topic of Moldova ICT Summit 2018, held on April 23. The Prime Minister, Pavel Filip joined the U.S. Ambassador to Moldova, James D. Pettit, the Ambassador of Sweden, Signe Burgstaller, the Moldovan IT community and Academia to highlight the importance of addressing the scarcity of human capital and the lack of an entrepreneurial ecosystem in Moldova through improving the educational system. Over 500 participants representing academia, Government, industry and donor community attended the event.

Prime Minister Pavel Filip in the opening ceremony:

"IT industry, education represent the future of Moldova. In the information age, the purpose of education is not only to generate knowledge, but to provide opportunities for a child to invent, discover, so as to produce generations capable of creating, generations showing creativity, ingenuity and thinking out-of-the-box," mentioned Prime Minister Pavel Filip in the opening ceremony.

Throughout the summit, high-level representatives remarked the optimistic tendency in the ICT sector, resulting in a 50% increase of the industry turnover

during the last year only, a clear signal that the industry needs to be supported with more investment and improved curricula on digital literacy, starting from the 1st grade. The event has been organized by ATIC in partnership with the Ministry of Economy and Infrastructure and the Ministry of Education, Culture and Research, with the support of USAID and Government of Sweden under Tekwill project.

The ICT Summit agenda included sessions led by international experts from Khan Academy, Oracle University, and other acclaimed organizations and approached some of the most stringent topics and challenges related to Education in the context of the 4th Industrial Revolution. Leading experts from local ICT companies and Academia representatives shared their vision on the future of the Moldovan educational tendencies.

VISIT to ASIAN Countries

During May 29-June 7 2017, ICTEC Senior Project Coordinator, Ana Chirita visited Singapore, South Koreea and Japan with the purpose of studying the startup environment and potentially create partnerships for startups that may be interested in expanding to Asia. The visit also provided several opportunities to learn about the ICT sector governance models and functions of ICT state agencies,

also learn about developing ICT ecosystem initiatives, driven by the private sector, and establish potential cooperation for ICT trade and investment.

The delegation consisted of representatives from USAID Moldova in the person of Sergiu Botezatu, as well as Moldova Competitiveness Project, Doina Nistor and Sergiu Rabii.

The following organizations realized as some of the most important with high potential for industry development:

Singapore:

Infocomm Media Development Authority (IMDA) – develops and regulates the converging infocomm (ICT) and media sectors in a holistic way, creating a dynamic and exciting sector filled with opportunities for growth, through an emphasis on talent, research, innovation and enterprise

Status: IMDA is a statutory board in the Singapore Government.

Functions:

1. Develops the ecosystem (startup support programs, market linkages programs)
2. Promotes the consumption of ICT in other sector of the economy
3. Empowering society in developing and consumption of ICT product and services

Programs:

1. Talent development
2. Innovation spaces
3. Programs for businesses Infrastructure

Singapore Infocomm Technology Federation (SiTF)

Status: Business association

Functions:

1. Create quality networking opportunities for its members
2. Access to key decision-makers and act as a link between business and government
3. Assist with financial assistance for exhibitions and overseas trade missions
4. Establish alliances with international trade organizations

Programs and initiatives:

1. Proxor Certified Examination Centre
2. Structured Internship Programme
3. talentguru - FREE skills focused Career Development Platform
4. TechSkills Accelerator
5. Start Up Zone
6. Market Place

With over 600 members in the association, SITF is a major voice in the ICT industry in Singapore dealing with a mix of initiatives to support the existing businesses, but also grow the new startups.

BASH

Building Amazing Startups Here (BASH) represents a 200 mln Government backed Joint Venture Fund to build the startup ecosystem in Singapore. With a CEO, coming from the real startup world, BASH seeks to establish partnerships with all major accelerators in the world that could provide investable startups. They pick 100

startups out of 10,000, while their success rate is evaluated at 67%. They offer space, mentorship and finance.

JAPAN

Japan Science and Technology Agency (JSTA) - one of the core institutions, responsible for the implementation of science and technology policy in Japan, including the government's Science and Technology Basic Plan

Status: Independent administrative institution

Functions:

1. Future strategies development
2. ICT convergence
3. Digital culture promotion
4. Government 3.0 support
5. E-Government
6. ICT Platform and services development
7. Global cooperation support for the private companies

South Korea

National Information Society Agency (NIA) – Create new values as the leading institution for solving national and social issues with ICT

Status: NIA is under the Ministry of Science, ICT and Future.

Functions:

1. Establishment of national ICT masterplan and associative big data sharing infrastructure
2. Establishment of a national informatization master plan and action plan
3. Promotion and assessment of various national informatization projects

4. Support for e-Governance planning and various e-Government development projects
5. Development of Public Data Policy and promotion of public data use
6. Development of Ubiquitous Public Service and promotion of Smart Work systems
7. Promotion of Mobile e-Government service

Programs:

1. Global ICT Partnership with NIA
2. IT Cooperation Center
3. Information Access Center
4. Korea ICT Learning Program
5. Korea ICT Volunteer
6. E-Government Global Academy

Conclusions from the VISIT to ASIAN Countries:

- All developed countries have government-driven implementing agencies in the area of ICT competitiveness, media, innovation, etc.
- All agencies serve as an implementing arm of the policy decision making bodies
- Strong relationships between the agencies and private sector are a must
- Government has a major role in driving innovation and tech industry development by:
- Investing in & developing innovation centers
- Supporting tech venture funds by direct and/or backup investment
- Developing tech business infrastructure, i.e. Tech Parks

Applicability to Moldovan Context:

- Include ICT as an implementing unit under the new Innovations Agency with a clear mandate;
- Work with Government to determine private sector involvement;
- Include in the name of the Ministry of Economy (and ICT);
- Name a state secretary on ICT;
- Create a forward looking Tech& Innovation Council under the Prime Minister office.

Among some of the established relationships:

- Sigapore Infocomm Technology Federation is open to organize a B2B mission to Moldova composed of IT companies from Singapore that are members of SITF.
- One Maker Group is open to establish a partnership between the Makers Space that is being developed by USAID Moldova Competitiveness Project (MCP) and members of One Maker Group (European branch)
- The Ministry of Internal Affairs and Communications' Global ICT Strategy Bureau is open to organize a B2B mission to Moldova composed of Japanese IT companies to consider Moldova for tech investment and soft-landing for region
- The Embassy of Moldova in Japan will support the organization of B2B events and relationship management with the potential stakeholders from Japan
- BASH would be ready to consult the local ecosystem in its development Moldova should consider adhering to the Impact Hub network.

Study visit to USA

During the period April 2–6 2018, a Moldovan delegation consisting from the representatives of the Government of Moldova, ATIC Executive Director, Technical University, Moldova IT Park, Moldova Competitiveness Project, and USAID Moldova participated in a study visit to the Silicon Valley, USA.

Main objectives of the visit were:

1. Learn about US based tech ecosystem
2. Establish links with global companies for partnerships programs
3. Promote Moldovan ICT Community
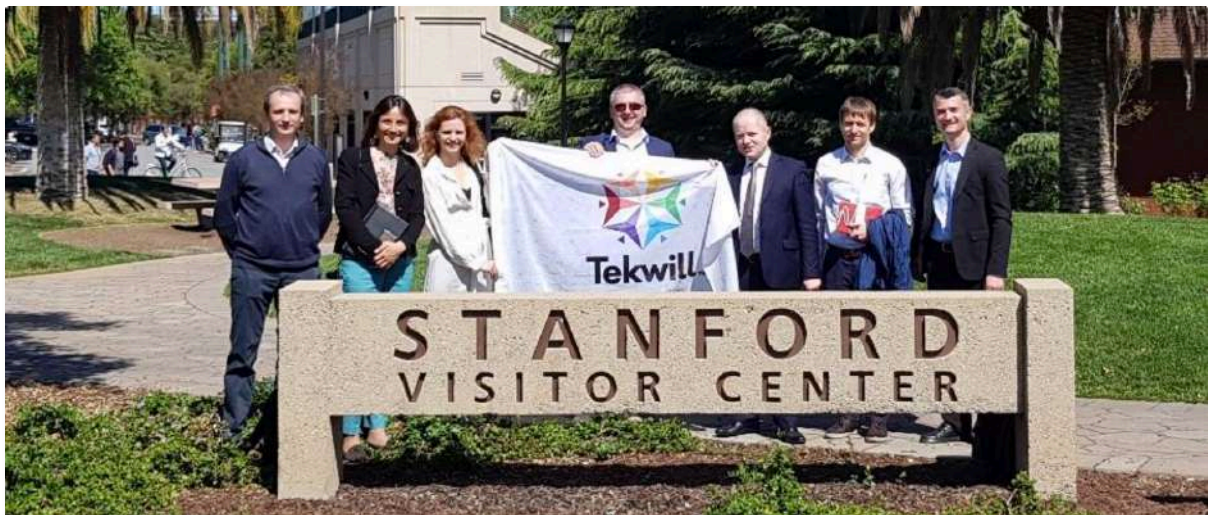
The team visited Seattle, Washington State, which is the residence of 130K employees in Tech industry (Seattle only), the entire state gathers 238 K employees in IT-related jobs. The headquarters of Amazon, Microsoft, Expedia, Boeing +3000 other IT companies stimulate the expansion of the IT community.

Moldovan delegation visited Amazon Headquarters, which employs 40,000 people in Seattle, operates in 42 different buildings and invested $3,7 bln into infrastructure only in 2017. During dinner with the Amazon representatives the delegation

discussed the premises of Amazon expansion, as Amazon often opens offices in the countries, where there is sufficient talent. However, taking into consideration that Amazon has an office for developing new products, such as Alexa, games in Iasi, situated in a close neighborhood to Chisinau, the decision might be difficult. But fiscal incentives are considered as an advantage. Amazon Web Services department discussed about the possibility to receive support in the form of credit vouchers for AWS for Moldovan startups and received a positive response.

Another visited site was Silicon Valley:

1. Population 4M
2. $235 billion GDP (2016)
3. Yearly average salary in ICT $105K/year
4. Headquarters for Google, Facebook, Apple, Cisco,

Stanford University:

1. Possibility to develop joint programs on executive business topics

2. Student fellowships programs

3. TOT for teachers

Intel:

1. 1/3 venture capital firms from USA

2. 225,300 employees in the ICT Sector (2016)

3. K12 program with Intel as a partner

4. Apply Intel technologies (tello drones, tablets, notebooks, etc) as well as Intel curriculum for inclusive education and learning experience.

Big Data Federation:

1. Involvement in Big Data programs

2. Further support to Moldovan Community

TEC Ventures:

1. Gateway for startups

2. Networking experience

3. Possibility for mentorship

CISCO:

1. Application of Cisco technologies in collaboration models for business

2. Berkeley University:

3. Startup programs for Tekwill and Startup Moldova

4. Diaspora meeting:

5. Common education and mentoring programs

6. Support for Tekwill activities

7. Opportunities to invest back into the country

On April 11, ATIC Executive Director participated in a wrap-up workshop, attended by the the representatives participated in the US trip, during which were discussed a follow-up steps. As a result from the meetings in the USA, some of the future ideas to be implemented were: startup support programs included in the Startup Moldova
 branding strategy, need of the follow up of the ICT competitiveness strategy, further support required for Tekwill-type regional centers and ideas of support on behalf of partners.

WORKFORCE DEVELOPMENT
Tekwill Academy

Tekwill Academy has been created to bridge the gap between what is learned in IT education and what is necessary in the industry. Tekwill Academy developed programs for different target groups. The program seeks to develop local ICT talent, transfer knowledge, promote a greater understanding of, and interested in, the technological sector and encourage regional building and participation in the digital community. The Tekwill Academy mission is to spread nationwide digital intelligence for various groups of people: children, students, employees and professionals from other sectors.

Key facts:

Under the Tekwill project, funded by USAID and Government of Sweden:
- **ATIC continued the support for Tekwill Academy and launched additional courses in the area of: Cisco Networking and Security, Oracle Certified Courses (Java and SQL), Project Management, Android Fundamentals, ISTQB Certifications and other.**
- **In total 108 workforce development initiatives completed, 117,227 hours of training delivered.**
- **Launched the first initiative of its kind to introduce Java Fundamentals into the curricula for 50 university students.**

Since the beginning, Tekwill Academy has been striving to link the labor force with the ICT market, which is in great demand of professionals and talents, who would come up with the innovative projects, create new products, thus accelerating development of the sector and national economic development.

The main courses provided by Tekwill Academy are: **Java Fundamentals, SQL Fundamentals (Data Base Administration), Networking and Cyber Security**. Java and SQL Fundamentals courses were implemented in partnership with Oracle University. The agreement, signed between ATIC and Oracle University in the frame of Workforce Development Program, offered to the students authorized didactic materials and vouchers to take exams for internationally recognized certification OCA (Oracle Certified Associate). Another partnership, with Cisco Academy, offered to the students access to the worldwide studying materials located on the online learning platform.

Thus, during the period 2017-2018 Tekwill Academy launched 11 groups for Java Fundamentals course, 3 groups for SQL Fundamentals and 5 groups for Networking and Cyber Security. Over 120 persons (36 women) were trained to program in Java, 31 ones (19 women) got hands-on skills to create and administrate database, and 60 persons (20 women) took some modules or the whole course to get CCNA and CCNP certification by Cisco Academy.

Another opportunity to obtain international certification for Software Tester is to take ISTQB exam. **24 professionals** (out of which **17 are women**) from various IT companies received a certificate of "ISTQB Certified Tester" Foundation and Agile level in 2017-2018.

Besides mentioned above trainings, Tekwill Academy organized **Project Management** and **Agile Fundamentals & Advanced** (in January) courses at the request of the companies and professionals, interested in enhancing their capacities and abilities to implement IT projects. For supporting the community of project managers, Tekwill Academy hosted meetings of Project Management Club, organized bi-monthly and led by representatives of IT companies.

Following the trends of labour market and requirements of the sector, Tekwill Academy launched **Android Fundamental Course**, which was followed by **11**

students. By the end of the course, each student presented developed mobile application, which could be upload at the Google Play shop.

One of the new initiatives, undertaken by Tekwill Academy, was organization of **Open Doors event**, familiarizing all interested in courses offered by Tekwill Academy. There were invited mentors from the IT companies and institutions, with whom Tekwill Academy cooperate for some time (Endava, Gilat, Ellation, UTM). Besides course presentation, participants had opportunity to discuss with mentor issues related to employability after course graduation and relevance of the accumulated knowledge and skills for the IT industry. Thus, 40 persons who came on September 23 to Tekwill, we warmly received and guided what abilities and skills are relevant and worth of studying.

In order to disseminate and make accessible programs delivered by Tekwill Academy, ATIC in the frame of the agreement signed with Oracle University, decided to extend access to Java Fundamental course and offer a possibility to pass international certificate OCA to the students from the Faculty of Computers, Informatics and Microelectronics (Technical University of Moldova, TUM). After negotiations with the university, the **Java course was integrated into classes in the period November 2018 – February 2019**, so by the end of the school year, students from TUM can benefit and obtain international certification OCA, which will facilitate their further employment to the labor market.

ATIC cordially would like to thank to the companies, who contributed and continue sharing the experience and knowledge to potential IT-specialists: Endava, Inthergroup, Gilat.

Tekwill Ambassador Program "UTeach" and "Scholarships"

For many years ATIC contributes and implements various initiatives and projects to support reforms in education. During 2017-2018 ATIC in the frame of Tekwill-project offered numerous opportunities for university professors by applying to Tekwill Ambassador Program, "UTeach" and "Scholarships" edition.

"UTeach" initiative aimed at supporting professors in developing and integration in university programs of the updated or newly-tailored courses and disciplines. 15 professors from State and Technical universities of Moldova applied and only **9 were awarded** by the ATIC commission (**out of them 6 women**).

Since September 2018 some of the grants have been embedded into the university program, others planned for launch in the beginning of 2019.

As for "Scholarship" edition ATIC received 21 application (13 women) for Java, SQL and Project Management courses. The courses were carried out **in the period March – June and in total were offered 33 scholarships.** By the end of Java and SQL courses, the professors were offered vouchers for OCA certification.

Oracle for Christmas

Investments in human capital represent one of the tools to increase growth of local IT market and motivate IT professionals to stay in companies. To improve the level of professional skills within ICT companies, ATIC, in the frame of the agreement signed with Oracle University, proposed to all its members to participate in "Oracle for Christmas" initiative, proposing to the companies' employees to get international certification OCA or OCP in Java and SQL Fundamentals. Thus, there were requested **155 packages**, which include an electronic kit with handbooks for preparation to the exam and a voucher for OCA/OCP exam. The action, estimated at approximately **40,000 USD**, is supported from the resources provided by USAID and Government of Sweden within Tekwill Project.

ICT Career Orientation 2017 – 2018: connecting the IT industry with the future IT professionals

With the purpose to develop a stronger connection and communication between ICT Graduates and Employers through career guidance, knowledge transfer and experience sharing, ATIC launched in 2010 the ICT Career Orientation event. ICT Career Orientation is dedicated to all young people studying ICT specialties within higher or vocational education institutions and aims to motivate and guide them on the opportunities for professional growth in the ICT.

The annual event has become the main communication platform between current and future IT professionals, employers and potential employees. Major IT companies come to share useful insights and information on current career

directions, cutting-edge technologies, suggestions for developing a successful career, but also to talk with students about requirements and recommendations for continuous professional growth.

Young people have the opportunity to discuss with potential employers and learn from them what are the opportunities they can take advantage of, career prospects and steps to be taken to increase their chances in the field. The event agenda includes guidance sessions on mainstream topics and trends. Within the JobShop, the participants learn more information about participating companies, internship opportunities, and employment conditions.

ICT Career Orientation events, 2017 and 2018 editions, were organized with the support of the U.S Agency for International Development and the Government of Sweden under Tekwill Project and contribution fromthe Austrian Cooperation for Development under VET II Project.

Key facts:

ICT Career Orientation 2017

- **600 participants from universities and vocational institutions**
- **14 companies**
- **15 career sessions on the latest trends, methodologies,**
- **recommendations for career kick off and growth**
- **6 workshops**

ICT Career Orientation 2018

- **800 participants**
- **24 sessions and workshops**
- **16 leading ICT companies actively involved within the event**

The feedback, received from the participants, was very positive and expressed their satisfaction and motivation after attending the event. Both students and teachers

emphasized that the direct contact with the ICT companies was very important for better understanding of the industry's expectations, available opportunities on the market and resources for continuous professional growth.

Elena Mutruc, Delivery Center Manager, Pentalog:

„ICT Career Orientation" is a unique event for the sector. Our company came up with recommendations and professional development guidance for the young people committed to embrace the IT sector and especially wanting to join Pentalog company. In addition to the two fast-start workshops in the latest trends, technologies and working methods, we also came up with a series of recommendations for development and professional growth"

Vadim Echim, Managing Director, Tacit Knowledge:

„Our company has emphasized a very high professional level and we are looking for colleagues who are already trained in the field. Due to the lack of workforce, we have become more flexible and come closer to students and we share with them what are skills and professional qualities that they need to develop in order to be employed by an IT company. For the fourth consecutive year, we also have an internship program for young people, so we plan to grow future employees. At the end of the program we also offer them a job offer."

Eugeniu Galamaga, Regional branch Director, Allied Testing:

„Our company's slogan is "Building your career", so among our employees there are many young graduates as well as students. We are a specialized in IT product testing, therefore we have been working with the educational institutions in the country for several years now. Our main requirement is knowledge of IT, but also knowledge of English as we work with many companies across the country."

PARTNERSHIPS FOR QUALITY AND RELEVANCE IN ICT VOCATIONAL EDUCATION IN MOLDOVA (VET) PROJECT

Needs assessment studies conducted in IT companies and VET institutions have identified most stringent and important capacity challenges faced by employers and beneficiary institutions, which are related from one side from the competences required by IT companies and from other side to teachers' professional development needs.

A memorandum of understanding between the National Association of ICT Companies and the Ministry of Education, Culture and Research of the Republic of Moldova on the development of the information management system for technical vocational education - "Partnership for Quality and Relevance in Vocational Education in Moldova (VET II)" to ensure the quality and relevance of ICT education for the local, regional and national economy of Moldova by supporting the launch and quality of the ICT Center of Excellence , thus promoting the harmonization of ICT education in Moldova with the requirements of the labor market and supporting the initial activity and functioning of the National Agency for Quality Assurance in Vocational Education (ANACIP) as an independent, functional and professional body.

Through the "Partnerships for quality and relevance in ICT vocational education in Moldova" project EC PRO DIDACTICA and ATIC proposed to support positive changes in the education sector in order to assure a proper correlation between labor market demand and education supply in IT sector.

The mentioned objectives were achieved through:

1. consolidating the capacities of the CEITI and transforming it into resource hub for other VET institutions specialized in ICT;
2. modernizing the ICT training programs of VET institutions;
3. carrying out a promotional campaign of the ICT relevant professions, that can be obtained in VET institutions;
4. strengthening the capacities of the newly established National Agency for Quality Assurance in Vocational Education (ANACIP).

Key facts:

- 18 beneficiary VET institutions
- 300 students involved in internships
- 300 students involved in career orientation programs
- 15 ICT companies involved
- 80 representatives/employees and National Agency for Quality Assurance
- in Professional Education
- 5,000 students as indirect beneficiaries
- 800 teachers and managers
- 1 modern resource center
- 2 internship programs
- 2 online platforms
- 1 memorandum of understanding

This particular project had a highly positive impact and perfectly aligned with the Moldova Government priorities and VET National Strategy (2013-2020) in supporting, investing in and modernizing the VET sector. The project has included ALL the institutions providing IT curricula: CEITI (ICT Center of Excellence), 4 postsecondary

technical vocational institutions and 13 secondary technical vocational institutions that are geographically spread all over the three regions of the country north, south and centre.

VET Project highlights from 2017

> In February – May 2017 conducting of **3 ToT trainings** on relevant topics: Educational Management, Strategic Management, Participative management, Programme Management, Fundraising, etc;

> March 2017, inauguration ceremony of the **ITD and Multimedia Laboratory at CEITI** with a total budget of 48 000 euro;

> In April - May 2017, **3 systematic workshops** were carried out for the elaboration of the development plan of the in-service training department of the CEITI;

> In April – May conducting of **4 ToT trainings** on specific ICT and didactics aspects with **1 follow up seminar;**

> Launch of an **IT management system** for VET institutions and nonVET schools, assigned by CEITI.

VET Project highlights from 2018

> May 2018, launch of a user-friendly portal with **digital library - Smartedu.md** September 2018, **1 ToT seminar** on the digital library for teachers in VET institutions

> **400 college students** were selected for trainings in the area of front end developing to pass online courses and attend boot camps with practical exercise, where they have had the chance to realize own websites and projects

> October 2018, **2 career orientation events** organized aiming at linking the VET students to the ICT Sector, as well as provide practical exercises in this sense with over **300 participants** from vet institutions

VET Project results and achievements

> Resource Center for Professional Education within CEITI established and functions as a resource hub for teachers and an attractive education provider to students in cooperation with the ICT sector.

> Training offers at VET institutions offering ICT specializations in Moldova are modernized in terms of contents according to market needs and reflect state-of-the-art teaching methods.
> Information about career paths in ICT relevant professions that can be obtained in VET institutions made available to the public in a sustainable manner

> Basic standards, organizational procedures and work processes of the National Agency for Quality Assurance in Professional Education (ANACIP) developed to create the basis for ANACIP to fulfill its public mandate.

IT CAREER PROMOTION AND STEM EDUCATION

IT Career Campaign

Purpose - promote the IT Career as an attractive option for the younger generations, guide talented pupils towards ICT specialties, and also inspire young people that are pursuing IT studies to work harder in order to develop tech and soft skills needed on the market place.

Objectives:

> Highlight the advantages, prospects, opportunities young people can benefit of by choosing a career in IT

> Refer to the skills and knowledge requirements set by the employers

> Encourage the ICT students to undertake more active actions to gain useful knowledge and develop important abilities for their future employment.

Aiming at the inspiring young people to pursue IT studies, in 2017 and 2018 ATIC continued the traditional IT Career Promotion Campaign. A large variety of media publications demystifying the concept of a tech career and showing real success cases, were published on local news portals and shared through social media channels.
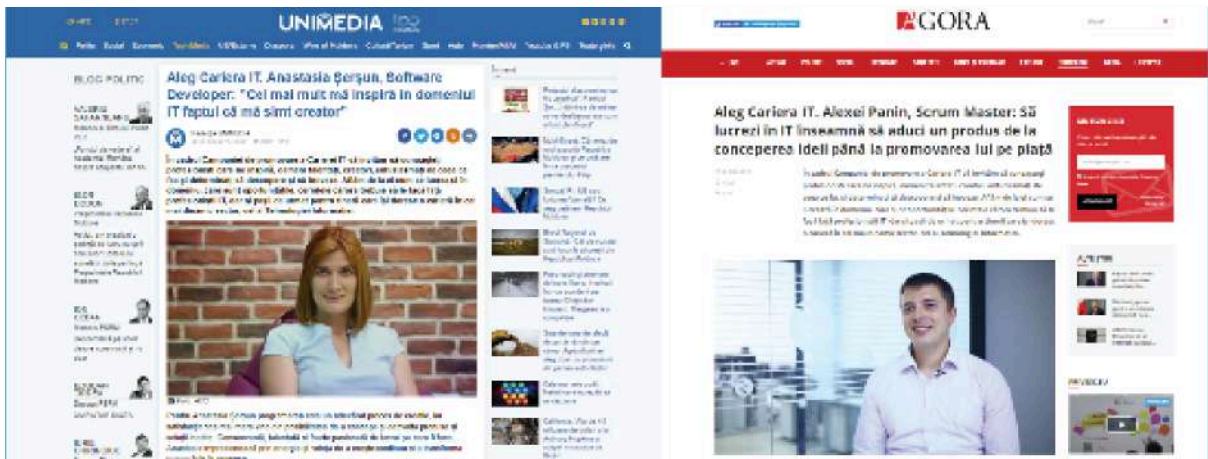
Screen captions: Video success stories with Alexei Panin, Pentalog Moldova and Anastasia Șerșun, Code Factory

The materials produced within the campaign approached stringent aspects related to the foundation, premises and requirements for a successful career in IT, the importance of IT studies and extracurricular projects and initiatives, various aspects of career paths, professional growth, working environment, recommendations for continuous development.

Altogether an amount of 80 publications (video success stories, video and text interviews, text articles, video coverages) in local mass media were registered during 2017-2018period in the frame of IT Career Promotion Campaign.

Moreover, ATIC organized the TV and online campaign "Choose a Career in IT" during the university admission period (July 13-20, 2018). The video-spot was produced in 2017 with the support of the Moldova Competitiveness Project, funded by the U.S. Agency for International Development and the Government of Sweden. The spot was broadcasted on national channel Moldova 1 and Jurnal TV channel and reached an audience of 450 000 people.

In May 2018 ATIC continued the Information campaign "Choose a Career in IT" in schools, providing sessions for the pupils from 30 institutions from 8 regions.

The purpose of the campaign was to provide the young people with useful information on IT roles, relevant for career studies, advantages and strengths of a career in IT, premises and requirements for a successful career. The campaign was organized as career guidance sessions dedicated to the pupils of X - XII grades. More than 1300 pupils from all over the country took part in the current edition. ATIC team expresses the highest gratitude to Endava, Amdaris, FFW Agency and AB and Partners for the great support provided within the campaign and express the deepest gratitude for their teams' dedication, enthusiasm and active involvement in delivering truly inspiring and 100% useful guidance sessions.

Key Facts

- **100 publications in the local mass-media**
- **1 TV Campaign "Choose a Career in IT"**
- **Media reach: 525000 people**
- **17 guidance sessions "Choose a career in IT" involving the pupils from 30 schools**
- **2300 pupils and 91 teachers participating in the guidance sessions**

National Robotics Program – inspiring the professionals of tomorrow and setting the foundation for bright careers

One of ATIC main objectives related to human capital development for the ICT sector is to inspire young people from Moldova to embrace technology and engineering careers, and to involve them in shaping their future. This can be achieved through the implementation of Robotics program. Robotics provides an exciting, hands-on way for students to learn Science, Technology, Engineering, and Math (STEM) and is inspiring them to pursue careers in STEM-related fields. Learning Robotics is a process to gain expertise in multiple fields and technologies, it allows innovating by bringing ideas to life, it helps young people develop critical thinking, problem solving, communication and team work skills.

Robotics encourages the curiosity of children, showing them an exciting and hands-on application of science and coding, and ignites careers in STEM-related fields. The 10 years' evaluation data of U.S. FIRST Foundation demonstrated the positive impact of educational robotics. The study showed that participating children are two times more likely to major in science or engineering.

Starting in May 2018, ATIC has been actively implementing the National Robotics Program, aimed at expanding the network of educational institutions providing training in robotics, but also having as a priority the development of the community of robotics teachers and elaboration of relevant training materials. The Robotics Program is funded by Moldova Competitiveness Project, financed by the U.S. Agency for International Development and Government of Sweden and is one of the most prolific educational initiatives carried out in our country.

In the frame of the Program, in the period 2017 – 2018, 94 educational institutions and seven libraries were endowed with LEGO Mindstorms EV3 robotics set and started teaching robotics within formal and extracurricular educational activities. In November 2017, 40 schools from the program received new types of robotics (Makeblock, LEGO WeDo) and 3D printing equipment in order to diversify the STEM

offer and include more children in activities developing engineering skills, critical thinking and problem solving. At present, Robotics program is implemented in 112 educational institutions.

Over **8800 pupils** were involved in robotics activities, as extra-curricular activities or optional curricular courses, in the 2017-2018 school years. Over **20 000 robotics** lessons were delivered in the 2017-2018. Educational Robotics activities introduce children and young people to programming and engineering in a way adapted to their age and mindset, also ignite engagement and energize learning through real-life problem solving. As a result, they develop valuable life skills like critical thinking, problem-solving, creativity, self-confidence and acquire advanced knowledge on using IT tools.

Also, participation in the robotics activities inspire young people from Moldova to embrace technology and engineering careers and benefit of important professional opportunities.

Altogether **463 teachers** were trained on efficiently using robotics in the classroom to deliver engaging STEM activities and help children gain hands-on experience and develop critical soft and technical skills.

Key Facts

- Robotics program is implemented in 120 educational institutions;
- Over 4000 pupils were involved in robotics activities, as extracurricular activities or optional curricular courses, in the 2016-2017 school year;
- Over 5000 pupils were enrolled in robotics activities in the school year 2017-2018, out of these 1633 girls;
- Over 300 teachers are involved in teaching robotics;
- 20 027 robotics lessons (extracurricular or optional) were delivered in the school year 2017-2018;
- The technologies used for teaching robotics: LEGO Mindstorms EV3, Makeblock (mBot), LEGO WeDo 2.0.

Robotics Program dynamics

February 2017 – 45 teams attended the FIRST LEGO League Moldova competition. 320 children and 74 teachers took part in the event.

FIRST LEGO League is an international competition in the field of technology and robotics, organized by for elementary and middle school students (ages 9–16). The purpose of FLL is to raise the young people's interest towards Science, Technology, Engineering and Science and help them develop valuable life skills: critical thinking, problem-solving, creativity, self confidence. The competition includes four main sections: Core Values Session, where students are interviewed by a panel of judges or participate in a teamwork exercise; Robot Design, where the students have to demonstrate that the robot they built is designed appropriately for the tasks given; Research project, the students must carry out a research project and give a short presentation to a panel of judges on the innovative problem-solving they completed; the last section is the Robot Game. The Robot Game refers to designing and programming LEGO Mindstorms robots to complete a wide range of tasks.

February – April 2017. A practical guide on Educational robotics teaching, based on LEGO® MINDSTORMS® Education EV3 technology, was developed. The guide provides a comprehensive overview on the methodological approach on teaching robotics, includes theoretical content and scenarios for practical activities for different levels of teaching and for different age groups, based on the particularities and learning capabilities of each.

May 2017 – The champion of FIRST LEGO League Moldova participated within FIRST LEGO League Open International Championship in Aarhus, Denmark. The Moldovan team registered a good performance in Robot Game, getting into the Top 20 of the best scores;

August 2017 – 38 teachers participated within the Robotics Summer School. The 3 day event was dedicated to experience sharing, building new knowledge and strengthening the collaboration between the robotics teachers;

October – November 2017. 140 teachers were initiated and trained on LEGO Mindstorms EV3, Makeblock and LEGO WeDo 2.0 technologies. 8 training were delivered.

November 2017 - 36 new schools joined the Education Robotics Program and received the equipment needed to launch robotics educational activities. Other 40 schools from the program received new types of robotics (Makeblock, LEGO WeDo) and 3D printing equipment in order to diversify the STEM offer and include more children in activities developing engineering skills, critical thinking and problem solving;

November 2017 - 120 children and 62 coaches, organized in 62 teams, participated in the National Robotics Competition "SumoBot Challenge Moldova". The purpose of the contest is to encourage children to develop engineering skills, precision and creativity needed for designing, building and programming the robots. In the competition the autonomous robots have the mission to remove opponents from the game ring, in a similar fashion to the sport of sumo;

December 2017 – 22 teachers trained on using 3D printing technology in educational activities;

February 2018 – 50 teams (over 500 children and teachers) participated in FIRST LEGO League Moldova 2018, the largest robotics contest ever held in our country;

February 2018 – 25 teachers participated on a second level training on LEGO Mindstorms EV3. The purpose was to provide participants with extended knowledge on EV3 programming, use of third party sensors and specific methodologies and

approaches for the efficient use of educational robotics to develop critical skills and competences.

June 2018. 175 children from all over the country participated at the first event FIRST LEGO League Junior, the local edition of the largest international program in the area of robotics and science for children aged 6-10. As part of a FIRST LEGO League Jr. the teams, guided by a coach, learn as much as they can about the season's challenge, design and build a Team Model to show what they have learned and using LEGO® Education WeDo robotics sets, they program at least one motorized part of the model. The journey of discovery is guided by the core values - respect, sharing, and team work.

August 2018. More than 80 teachers attended the Robotics Summer School organized by ATIC with the support of Moldova Competitiveness Project financed by USAID and the Government of Sweden. The participants had the possibility to acquire advanced programming skills and important knowledge on methodological approaches, tools and strategies for the efficient teaching of robotics. The teachers mostly specialize in Science, Technology, Engineering and Math (STEM) subjects, and

represented both secondary and elementary schools. Within the event special networking sessions were held in order to facilitate the experience transfer and communication between the teachers.

September – October 2018 - 97 teachers were trained on delivering educational activities using LEGO Mindstorms EV3 and LEGO WeDo 2.0 technologies. 4 training were delivered.

October 2018. 79 children from all over the country participated at the second edition of the FIRST LEGO League Junior.

November 2018 – 19 educational institutions were equipped with LEGO Mindstorms EV3 and LEGO WeDo sets following a call to action launched within the Robotics Program offering 1 set for every 3 sets purchased by the educational institutions. Altogether 19 institutions (schools, youth and community centers) benefited. The total value of the donated equipment constituted 122283,34 MDL. With this action, the number of institutions equipped with educational robotics sets raised to 120. November 2018 - 156 children and 61 coaches, organized in 78 teams, participated in the National Robotics Competition "SumoBot Challenge Moldova". The teams represented 27 localities from all over the country and was the largest SumoBot competition ever held in Moldova. The purpose of the contest is to encourage children to develop engineering skills, precision and creativity needed for designing, building and programming the robots. In the competition the autonomous robots have the mission to remove opponents from the game ring, in a similar fashion to the sport of sumo;

November 2018 – ATIC launched the new FIRST LEGO League season – INTO ORBIT. 69 teachers were trained to coach teams for the national competition planned for February and March. The competition sets were distributed to the teams.

Educational Initiative "TwentyTu"

In April 2018 ATIC launched TwentyTu, a non-profit education initiative that will provide cutting-edge education to every 4th pupil in Moldova (aprox. 80 000 children), free of charge. The mission of TwentyTu is to harness Moldova's untapped human capital and help grow a generation of citizens, who will create, here at home, products and services that will meet economic & social challenges at national and global scale.

TwentyTu will be carried out by the end of 2022 and will deliver online and offline courses in more than 10 fields relevant to the future, such as: Robotics, interactive programming, Artificial Intelligence, Entrepreneurship, Graphic Design and Emotional Intelligence. All courses will integrate the concepts of teamwork, micro-learning, decision-making and learning-by-play.

In addition to courses delivered to children, there are two other main components for the project:

1. trainings to 2200 teachers in digital literacy, innovative teaching methods and class management;
2. providing equipment for schools, matching their educational needs.

The total budget for TwentyTu according to the current project design is 500,000 EUR. The main sources of expense are:

1. Developing online courses;
2. Delivering offline workshops (including transportation costs);
3. Delivering training for professors;
4. Equipment to schools.

The funds are proposed to be raised from three sources:

1. Crowdfunding,
2. Corporate sponsorships;
3. institutional grants.

The fundraising campaign was launched on May 7th on the website:
 www.twentytu.md.

Key facts:

- **80 000 beneficiaries expected**

- **10 educational fields relevant to the future**

- **11 online courses to be developed**

- **3 teacher classes**

- **170 donors**

- **$131 000 raised**

Although the fundraising campaign for TwentyTu initiative has ended, meaning that the campaign is not actively promoted on media and social media platforms, corporate and individual representatives continue contributing to the cause, due to active awareness campaign developed previously. So far, over 170 donors - Moldovan citizens from the diaspora, as well as 20 companies, have already contributed to the initiative. Taking into account the agreement signed with UNDP, the total amount raised for TwentyTu has reached $131,000.

The already collected funds will allow TwentyTu initiative to develop all 11 courses for students and 3 teacher classes, and integrate them into a complex online platform. A renowned company has already been selected to integrate courses into an online platform. The training sessions will be delivered both online and offline in the most important regional centers of the country. All students, having a computer and Internet access, will be able to become TwentyTu beneficiaries. ATIC

also cooperates with the authorities to integrate TwentyTu into the core curriculum, so that pupils receive bonuses on semester grades, if they follow one or more TwentyTu courses.

The approach of TwentyTu, one of the most ambitious initiatives in the field of education in Moldova, is a new one: to develop an innovative curriculum centered on competencies of the future, by attracting funds and ideas directly from citizens and companies. The initiative will also test new models for unlocking funding for further education development. UNDP Moldova has been providing advice and support to TwentyTu from the launch of the initiative.

EMPOWERING WOMEN IN ICT

Women in ICT 2017

Women are underrepresented in the ICT sector around the world. According to data from the European Commission and the Web Foundation, only 12% of engineers in the world are women. Only 30% of the seven million people working in the EU's ICT sector are women.

The research carried out recently shows that the problem is primarily one of perceptions and stereotypes on the part of both employers and women themselves – stereotypes about the role of women in the society in general; perceptions about women's ability to succeed in science, technology, engineering and math fields, and misperceptions about the ability to combine job and family life in a sector such as ICT.

In Moldova the women represent less than 20% of the workforce in ICT. Only 5% of management positions in the sector are filled by women. For the sector to reach its full potential, ATIC considers essential that both men and women should effectively be involved and benefit of the large variety of opportunities the sector provides.

The forum "Women in ICT", organized by ATIC annually in October, is aiming at changing the perception about the role of women in the ICT sector and encourage more and more young women and girls to pursue careers in IT.

The event is bringing together experienced IT professionals and young talents to celebrate achievements and role models, connect, share experience and motivate each other. The event was held with the support of the U.S Agency for International Development and the Government of Sweden under Tekwill Project.

The 2017 edition of "Women in ICT" proved that there is a huge amount of talent, interest and potential for the ICT sector in Moldova, bringing into the spotlight inspiring career stories and empowering experiences. **150 participants** were given the opportunity to get inspired, motivated and encouraged by the stories the guest speakers share, but also communicate with their colleagues. 5 keynote speakers – well-known ICT managers and successful professionals – shared their experiences and offered suggestions and recommendations on how to build a bright career in IT.

Within the event, the "Women in ICT" Awarding Ceremony took place. The ceremony had the purpose to recognize, appreciate and celebrate the professionals that brought a significant contribution to the development of the local ICT industry.

55 female IT professionals, managers, and representatives of education for ICT were awarded within the Ceremony.

Karen R. Hilliard, USAID Country Representative at the opening of the "Women in ICT 2016" event.

"The ICT sector is one of the fastest growing sectors of Moldova's economy. The sector, which was worth $600 million in 2015, employs more than 22,000 people. It has seen a 20-fold increase in exports over the past 10 years. It is the largest employer of youth and pays the highest salaries in the economy. We, the US Government, see the ICT sector as a major driver of Moldova's future economic growth. And we want women to benefit from that growth and those high salaries. Ladies, the ICT sector needs you. It needs your intelligence, your dedication, your work ethic and your creativity. Because you and your families deserve the good jobs and high salaries that this sector can provide. If Moldova is to make the transition from an agrarian to a knowledge-based economy, if Moldova is to achieve its potential as a developed European country, it needs sectors like ICT."

Tech Women platform

With the purpose to encourage young women and girls to consider and pursue a career in IT, and to strengthen the local community of female IT professionals through experience and knowledge sharing, communication and interaction, in January 2018 ATIC launched TECH Women initiative. TECH Women represents a communication platform of women involved in Tech to foster education, entrepreneurship, inclusion and encourage more girls to choose tech. It aims at sharing the experience and offering tech women the opportunity to encourage, support and inspire others.

TECH Women platform facilitated career growth opportunities through experience exchange, knowledge transfer, mentoring and conferences.
Starting in March 2018, monthly meetups were organized under the auspices of Tech Women. The meetups target not only the young girls choosing their career or

students, who are fortifying their knowledge, but also women who considered a career-shifting and were interested in choosing an IT career. The events were addressing both technical and general IT career related topics. Each meetup gathered over 50 participants, of which 70% are female representatives.

Tekwill Academy 50 funded scholarships for girls and women

Within "Empowering Women in Tech" project, implemented with the financial support of UN Women, in partnership with the USAID and Sweden funded project "Development of the ICT Excellence Center", starting with September 2018, **50 girls and women** from the Republic of Moldova have been attending Java, SQL and Cisco classes, in order to gain knowledge and skills and embrace an IT-related job. The delivered courses will allow girls and women with little or no programming experience to acquire knowledge of basic programming concepts and to learn the current practices used in the IT industry. The training will provide a solid foundation for launching a career in software development.

Adam Amberg, Counsellor/Head of Development Cooperation, Embassy of Sweden in Chisinau:

"IT is a very important area for the development of Moldova. This is where much of the future economy will be concentrated. Girls and women represent half of the population. It is very important to encourage them to get involved in the future of the country. I think many girls are excellent at coding, programming, and technology, and we have to encourage them and show them our support."

During October – December, 2018, 21 beneficiaries of partial scholarships (50%) or the entire cost - $ 500 USD for Java Fundamentals (OCA) finished the 3-months training course. Other 15 beneficiaries of partial scholarships (50%) or the entire cost of $ 500 USD for SQL Fundamentals training course, wrapped up their 2.5-months training classes. Authorized by the Oracle Workforce Development Program, the content of both courses included: theoretical and practical lessons with mentor, video lectures, eBooks, quizzes, team projects. The training content was delivered in Romanian. The scholarships beneficiaries got the opportunity to take the exams and get certified internationally.

The training course for Networking and Cyber Security, provided to 14 scholarship beneficiaries of partial scholarships (50%) or the entire cost - $ 1200, will continue till May-June 2019, at Tekwill. The content of the 9-months course is provided by one of the global leaders - Cisco. The training program is complex, targeting some of the most requested spheres: IT Essentials, Cyber Security, Networking, Linux, Microsoft Windows, IoT, Project Management. A CISCO certification provides a solid foundation and a secure guarantee for developing a successful IT career. Completing the classes, graduates will be trained to obtain Internationally Recognized Industrial Certificates, such as: CompTIA A +, CCNA Routing & Switching, CCNA Security, CCNP Routing & Switching, LPI Linux Essentials, Microsoft - MTA, MCSA, IT Infrastructure.

Educating 500 Women through online platforms

In September 2018 ATIC launched a national training program, without precedents in the Republic of Moldova, through which **500 local girls and women** will acquire the knowledge and develop all necessary skills for the position of Front End Developer. The initiative is expected to make a substantial change among school leavers in the career orientation, by setting priorities on ICT-related professions. Another target group are women, who may redefine their professional prospects, and find the proper niche for developing their career.

The training program is carried out by the National Association of ICT Companies with the financial support of the Swedish Government and UN Women in the framework of the "Empowering Women in Tech" Project.

Lucretia Ciurea, Monitoring and Evaluation Specialist, UN Women Moldova:

"Ensuring gender equality and empowering women is the core mandate of UN Women. And that's because gender inequalities are still present in our daily lives. To alleviate these imbalances, we identified that the activity in the IT industry that generates more and more opportunities. We are confident that with the involvement of women in this area, the whole society will benefit, but first the girls and women and their families."

The course delivers the basic concepts of creating a web site or application with a strong semantic structure. At the same time, it will familiarize how to build products that will provide users with interactive, fun and enjoyable web experiences. During 6 months, the program will deliver online sessions of 15 minutes a day. Each student has to accumulate 8,000 points at four specialized courses: HTML, CSS, Javascript, VueJS + ES 6. In the last 2 months, April-May, the program will offer practical workshops, delivered under the guidance of a mentor, summing 40 hours of practical training, held at Tekwill.

TEKWILL PROJECT

Project Description
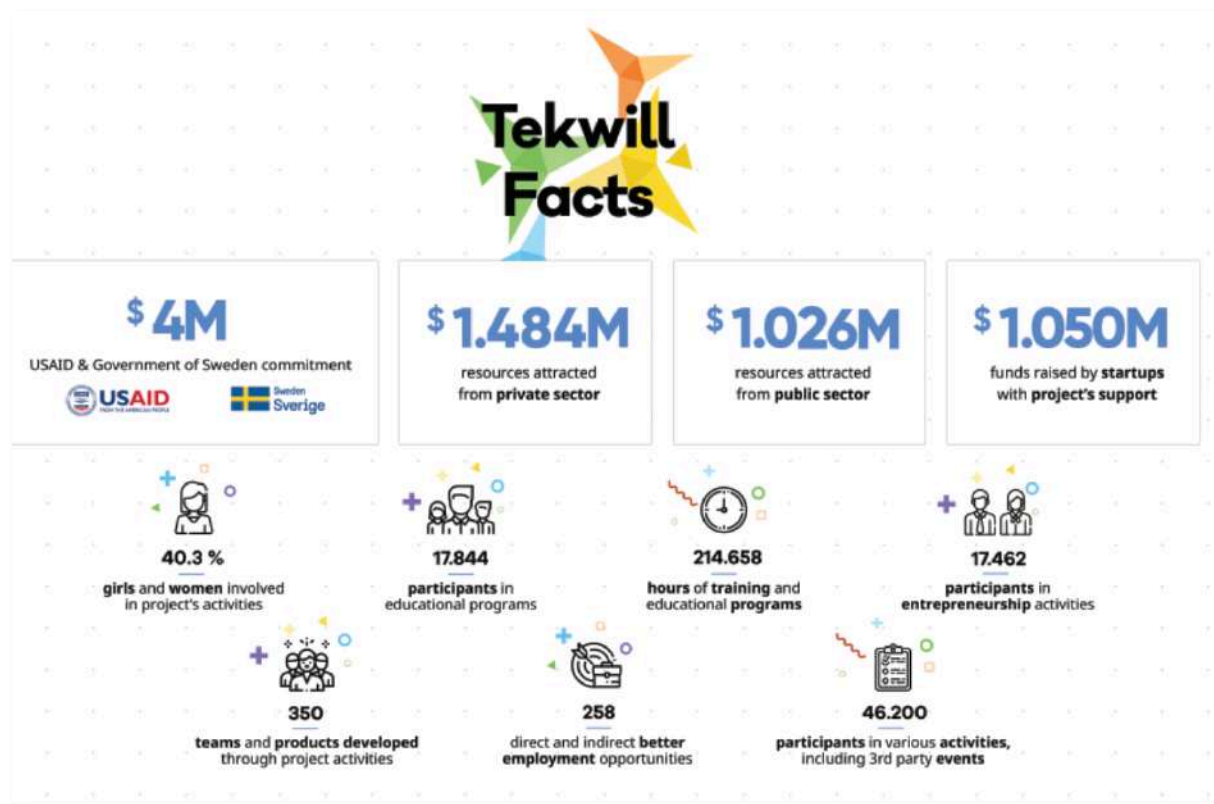
The goal of the project is to establish and operate a fully functional and sustainable ICT Excellence Center in Moldova. The activity will establish and manage a physical facility for the Center, provide for appropriate equipment and staff, and organize trainings and services to students and IT sector workers related to information and communications technology (ICT). Over 1,000 beneficiaries are expected to receive relevant training per year. As a result of the project, the skills of the Moldovan workforce and the ICT industry in Moldova will be improved.

The overarching goal of Tekwill is to ensure maximum impact on Moldova's economy though enhancing the educational capacity and research potential of the higher education institutions in line with industry needs; hence achieving quantitative and qualitative increase in qualified IT professionals and ICT skills and nurturing successful technology startups based on modern ecosystem and world-

class sales and marketing force. The project will contribute to growing competitiveness of the ICT industry and of other economic sectors, overall, given the enabling role of technologies in economic and societal development.

The main vision of the IT Center of Excellence is to contribute to the economic development of Moldova by providing:

1. World-class education and training facilities, with up to date curricula, lecturers and laboratories
2. Associated business development assistance
3. Relevant research and development capabilities

The main project objectives are listed below:

1. offering education and assistance in capacity building for teams willing to develop and grow a business in IT
2. offering orientation to individuals who see themselves as future entrepreneurs
3. identifying different mindsets to create teams and work together on building products

4. linking people, linking ideas to people, funds, mentors, investors
5. assist successful projects in exiting the market
6. encourage and assist projects, products, teams to be present on the international camps, meeting with investors, etc.
7. get affiliated to international hubs, innovation centers, camps (such as google camp).
8. encourage women/girls to participate in entrepreneurial activities.

The project is implemented as a private-public partnership (though Global Development Alliances instrument (GDA)) that ensured an equally shared contribution by USAID, Government of Sweden and private partners, the Moldovan Government, private industry, academia and donors. The private partners include multinational companies, IBM and Microsoft, and members of Moldovan Association of Private ICT Companies (ATIC), local (operated) ICT companies. The private partners bring significant new resources, ideas, software, technologies and development activities, such as trainings, practical assignments, and mentorship. The private sector partners have the chance to use the Center for communication with the university, SMEs, startups, professionals and contribute to improvement of the curricula, meeting the market needs, as well as the improvement of the IT and entrepreneurship ecosystems, which would lead to the overall economic growth of the country. The Government of Moldova supports the project at the highest level of the Prime Minister, and the partners include Ministry of ICT, Ministry of Education, and E-Government Center. The space is offered by the Technical University of Moldova (TUM), as part of the Government commitment to this project. The e-Governance Agency will use the center as a training and capacity building resource for the public e-transformation and IT managers.

USAID and the Government of Sweden will provide financial contribution to the start-up cost. International Donors' vast experience in the area of economic development, as well as promotion of innovation by stimulating partnerships between academia, public stakeholders and private sector, could become an excellent supplement to the project partners' joint expertise, serving as a basis for the creation of ITCE which will turn Moldova into regional hub in software

development, enhancement of education, and will have direct contribution to job creation.

Tekwill First Anniversary: celebrating the achievements reached

Tekwill Anniversary brought together representatives of the ICT industry, Government, development partners and beneficiaries to celebrate the remarkable achievements Tekwill had reached. The Prime Minister, Pavel Fillip, USAID Mission Director, Karen Hilliard and the Ambassador of Sweden, Signe Burgstaller joined the celebration and emphasized in their speeches the important role Tekwill is playing the development of the industry. More than 600 people attended the events, workshops and master class sessions organized in the context of the anniversary.

In his opening speech, Prime Minister, Pavel Filip, mentioned that:

"In just one year of activity, the Tekwill ICT Center has become a successful model. This project contributes both to the development of business in the field and to the professional training of young people at the highest standards of the industry. I believed in this initiative even before it became a reality, as I believe in the innovative potential of Moldova and the talented people here. I am glad that we have found the same vision and support for our development partners - the US Government, Sweden and private companies - and I thank them for being and joining us. We will continue to invest in this industry because it means an investment in the future of the Republic of Moldova."

Karen Hilliard, USAID Mission Director, highlighted the achievements of the ICTEC project, mentioning that:

"USAID together with the Government, the private sector and development partners, explores the possibility to extend the existing programs in the regions to reach out every child or young person, in order to contribute to a prosperous future of the Republic of Moldova through a technological nation."

Tekwill, the largest facility of its kind in Southeast Europe, is a complex ecosystem, endowed with the resources, the technologies and the content necessary for people to develop and implement ideas, and enhance excellence in the information technology field. It was created and developed with the support of the United States Agency for International Development and the Government of Sweden, under the auspices of the Government of Moldova, as a partnership between the private sector and the academia. Tekwill excelled at its activities and achieved its goals set for the first year, thus becoming the business card of the ICT field in Moldova.
In just one year of activity, Tekwill Center became a leading agent of change in the field of ICT in Moldova. Pursuing the goal to pioneer the two main directions: workforce development and entrepreneurial initiatives, Tekwill became the second home for young people ready to improve their IT skills and bring innovation. The Community Center is vibrant and constantly accelerating its rhythm.

For its first anniversary, Tekwill, as the main platform of excellence in ICT in Moldova, hosted a number of activities to reflect the vast areas of assistance: continuous education and training, empowerment of IT professionals, community development, and the support of entrepreneurship initiatives. The agenda continued with free access workshops and master classes that gathered over 300 attendees.

"Tekwill" success model in aligning educational programs to the labor market needs presented in Vienna

The labor market is becoming more dynamic and competitive, demanding specific abilities and knowledge to meet the current needs of the economy. The challenge affects employees and employers globally, and economic development depends on quick identification and application of effective solutions. In this respect, Moldova serves as a model to follow, and its good practices are shared with other states.

Developing the workforce in accordance with the rigors and expectations of the ICT industry is the goal of the initiatives and programs developed under the Tekwill Project implemented by ATIC with financial support from the U.S. Agency for International Development and the Government of Sweden. The model implemented in Moldova was presented at the Annual Conference of the Eastern Partnership entitled "A stronger economy for stronger companies - investing in people for sustainable growth", organized in December 2018 in Vienna (Austria) under the aegis of the Austrian Presidency of the Union European.

The conference brought together representatives of the Eastern Partnership to highlight the success stories of the partner countries - Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine - and to discuss key topics for the future: the economic and investment climate, education, training and employment of young people.

The Republic of Moldova was present in the panel "Adapting competences to labor market needs: how we ensure that citizens are equipped with the right skills and qualifications". Ana Chiriţa, Executive Director of the National Association of ICT Companies and Senior Coordinator of the Tekwill Project, unveiled the ingredients that underpin the growth of the IT industry in the Republic of Moldova and how the private sector contributes to the development of human capital.

ENTREPRENEURSHIP ENCOURAGED UNDER TEKWILL PROJECT

Key facts:

- 59 enterprises benefited from workforce development initiatives

- 10 new partnerships

- 33 workforce development initiatives completed

- 49,074 hours of training delivered

- 67 entrepreneurship activities

- 35 companies/teams assisted

- 5,208 youth and professionals engaged in educational and entrepreneurship programs

- 43.2% of women involved in skills development & entrepreneurship activities

- 48 third party hosted events, summing approx. 3410 participants

Learn, Network, Startup

Startup Weekend Moldova, 9th and 10th editions

Fostering the tech entrepreneurship became an important priority for Moldova, due to the fact that many facts pointed towards the high potential of IT businesses to advance the economic development of the country6 and more stakeholders are coming together to create a favourable environment for the startups to be launched and built.

Startup Weekend Moldova, 2017 and 2018 editions of, organized by ATIC Tekwill Project, proved once again how important is to provide the appropriate environment, tools and resources for great and innovative ideas to come to life.

More than **160 young people** had the opportunity to experience the Entrepreneur's Journey and learn what it really takes to start a company, but also make useful connections and acquire knowledge that no course or university could provide.

Startup Weekend is a global network of passionate leaders and entrepreneurs on a mission to inspire, educate, and empower individuals, teams and communities. All Startup Weekend events follow the same basic model: anyone is welcome to pitch his/her startup idea and receive feedback from the peers. The teams are organically formed around the top ideas (as determined by the majority votes) and then it's a 54-hour frenzy of business model creation, coding, designing, and market validation. The weekends culminate with presentations in front of local entrepreneurial leaders with another opportunity for critical feedback.

Throughout the years, Startup Weekend Moldova became the most important and expected entrepreneurial event. The event represents a sort of breakthrough for Moldovan young people, who have the opportunity to experience how powerful the fusion of knowledge, innovation, creative thinking and problem solving can be. The fact that they are not alone in their entrepreneurial endeavors and there are available resources and approaches that could be used for a successful start – motivates and inspires them to pursue their aspirations and work on their ideas.

Chisinau Startup Week

In November 2017, ATIC organized the second edition of Chisinau Startup Week (CSW. Startup Week is a five-day celebration of the community, in a new type of conference that builds momentum and opportunity around entrepreneurship, led by entrepreneurs and hosted in the entrepreneurial spaces at Tekwill. Startup Week is a reflection of hard work and the community's unique entrepreneurial identity.

More than 1700 participants attended CSW. The latest trends, methodologies and findings, related to IT entrepreneurship, were brought into the spotlight within the 30 different events and activities held. 40 speakers from 9 countries came to share valuable insights and know-how.

Launch of Internet of Things Lab

ATIC launched the Internet of Things Laboratory in the framework of the Tekwill project. Within the IoT Lab Moldova project, 15 applications were registered and 4 were selected as finalists. During 8 months, they benefited from technical support and qualified expertise to develop their own products that are applicable in non IT fields.

Serghei Poplavski, Microsoft Ucraina representative:

"The organizers have had a sufficient number of applications in the first cycle of the IoT incubator. And among the most important criteria for the selection of the finalists was the relevance of the business idea for the local and the global market. Also, were taken into account the capacity of understanding of the market and the target audience, the stage of development of the product, the composition and motivation of the participating teams."

Tekwill Ambassadors Program - Community

In January 2018 ATIC launched Tekwill Ambassadors Program, an initiative aiming to bring the development opportunities closer to all those interested and provide them with the support and resources needed to achieve higher performance in the

field of ICT. The program was funded by the U.S. Agency for International Development (USAID) and the Government of Sweden under Tekwill project.

The Community direction of the Program aimed at supporting the initiatives and projects dedicated to the development of ICT communities through educational and entrepreneurial activities. Projects proposals could be submitted by individuals, non-governmental organizations, companies and initiative groups.

ATIC supported **21 initiatives** within Tekwill Ambassadors Program in 2018, with a total number of 2030 beneficiaries. The resources covered by ATIC summed up 16.700 EUR. Amongst the projects implemented with the support of the Tekwill Ambassadors Program were Technovation Challenge, Rails Girls, Django Girls, Power Up!, FAF Hackathon, ClimateLaunchpad, Chisinau Mini Maker Fair, Rockit Community, Future HR conference, Moldova Developer Conference and others.

Tech Village

TechVillage a 3-day event for early stage startups and early stage investors was held September 11–13, in Butuceni village, Orhei, a historic site and top touristic destination of Moldova. The main objective of the event was to stimulate funding in the region by showcasing the potential of CEE startups towards investors and facilitate funding. The organized event was held in a format of unconference, which focused on creating meaningful business connections, through interesting activities, rather than formal speeches.

3 days of meaningful networking

21 experienced investors

21 startup founders from Moldova, Ukraine, and Romania

20 social and relaxing activities

The event has been organized with the support of USAID and the Government of Sweden under Tekwill Project in partnership with Seed Forum Moldova (IHUB Chisinau), Western NIS Enterprise Fund, Wine Making and Viticulture Office (ONVV) and XY Partners.

Startup Academy powered by Tekwill

On September 15, 2018 ATIC launched Startup Academy, the first comprehensive and practical program, designed to identify, stimulate and multiply the innovative and business potential of young entrepreneurs from Moldova, with special emphasis on technology and women in tech. The program was implemented with the support of the U.S. Agency for International Development (USAID) and the Government of Sweden in the framework of the project "Development of Moldova ICT Excellence Center" with the support of UN Women (The United Nations Entity for Gender Equality and the Empowerment of Women) within the program "Empowering

Women in Tech" and EFSE DF (Development Facility of the European Fund for Southeast Europe).

From September to November, **300+** participants acquired knowledge and became familiar with a set of skills that will help them manage a sustainable private initiative in the future. Startup Academy's pilot program: a set of ten training modules aimed at growing the businesses of aspiring tech entrepreneurs, connecting them to the community of IT professionals, and providing them with mentorship and access to finance. Through the program, participants practiced skills ranging from business model validation and market analysis to prototyping and financial management.

During October-December, Startup Academy delivered training in the following modules:

1. Introduction to Entrepreneurship & the first practical session, Personal Effectiveness Training;
2. Ideation & HR Management;
3. Analysis of the Market and Competition.
4. Throughout this period, Startup Academy program continued with the following modules:
5. Create a business model;
6. Marketing;
7. Sales;
8. Operational Plan and Project Management;
9. Prototyping;
10. Finance and Budgeting;
11. Pitching

Finally, the top **17 participating startups** were selected to pitch, based on their potential to generate the most social and developmental impact. The program culminated with the Demo Day event, on December 12, on which participants

presented their products prototype to an audience of experienced entrepreneurs, investors, community members and potential users.

Following the pitch session, the jury appointed the winning teams:

1. New fintech company **Volt Finance**, that developed an application for instant transactions between bank card accounts in a timely and affordable manner, received the highest acclaim from the jury members and was named the winner of the Demo Day;
2. **Minodora** – startup that designs and produce cloths for premature born babies with innovative tools for controlling baby's breath;
3. **Heleus** – a platform that helps dispose of unnecessary stuff and encourages its reusing by customers with financial constraints.

The winners won:

1. a ticket at Startup Academy Bootcamp in March 2019
2. a ticket at the next TechVillage, which will be held in September in Orhei Vechi (Butuceni)
3. and up to 1 year of membership in the Tekwill Residence Program.

Tekwill Visionary Club

Tekwill Visionary Club is comprised of discussion, training and networking events. It was launched on April 4th 2017 with the intention of bringing to Moldova international visionary leaders, as well as share inspirational ideas from local success stories. With the belief that start-ups can shape the future of Moldova, Tekwill Visionary Club brings visionaries and opinion leaders from around the world, contributing with a valuable opinion and perspective about the latest global trends in IT.

Therefore, these events help local startups gain a global perspective regarding their field of interest and consider solutions for creating startups that will be representative of Moldova.

Since April 2017, we have held 12 editions of Tekwill Visionary Club, each approaching a different topic and bringing on stage different speakers.

Compete

Seedstars Chisinau 2017 and 2018

Seedstars Chisinau is the local edition of Seedstars World, the biggest seed stage startup competition for emerging markets. In line with its mission to place the spotlight on entrepreneurs from emerging markets, Seedstars World is travelling to more than 65 countries to identify the best seed-stage entrepreneurs and provide them with an opportunity to win up to USD 1 million and network with investors and mentors from around the world. Its previous participants raised over USD 61M collectively, providing employment to more than 800 employees worldwide.

10 best startups from Chisinau had the opportunity pitch in front of an investment panel and compete to be crowned "the most promising seed-stage startup" of Seedstars Chisinau in the 2017 and 2018 editions. The winning startup received the right to participate in the Seedstars international edition and to compete for over $ 1mln in investment.

Seedstars Chisinau 2018 participants

StartUP	Elevator Pitch	Website
Fagura	First credit marketplace in Moldova and Romania that is 100% online and that connects borrowers and investors for a better financial management.	https://www.fagura.com
Figaro	A mobile market space that connects retail stores and their customers by offering discount prices on products and services.	https://figaro.md
Gustos.Life	Gustos platform helps any person, even without specific knowledge or experience, to invest in Fine Wine Market .	https://www.gustos.life
Workval	Workval is the fastest solution for a company to select the perfect candidate	https://www.workval.com
Fennec&Finch	The one-stop place where you can ideate, manufacture and sell your fashion collections.	fennecfaktory.com
GAUS	ONE platform for ALL junior developers.	https://gaus.live
CODIFUN	CODIFUN is a smart educational platform that teaches and prepares you for the abilities of the future.	https://codifun.com
FunEasyLearn	Helps you learn any language from your mother tongue.	www.funeasylearn.com
Butterfly	Butterfly aspires to become a new global leader in social media with its unique cryptocurrency reward mechanism and ecosystem.	https://butterfly.co

Indigo Creative Devices	A device that facilitates and accelerates the work in professional programs replacing complex and long key combinations.	https://thunder-inc.com

Accelerate

Rockstart Launchtrack powered by Tekwill

In March 2017 ATIC launched a new initiative, called "Launchtrack", an international program, designed to support entrepreneurs, typically first-time founders, aspiring to build their product. The program was carried in partnership with Rockstart, one of Europe's first multi-vertical startup accelerators.

The main purpose of the initiative was to educate first time, helping them to learn how to structure and navigate the validation process and develop their early stage startup. The participating founders came from across Eastern Europe, the Balkans, and Asia.

The Launchtrack program was divided into four steps, addressing the most important stages of a startup development: problem validation, problem-solution fit, proving the global market potential, and becoming investment ready. Each stage title represented a milestone requirement, which the teams must achieve by the end of each period. The target group represented the startups, which could have the greatest impact in the future.

All 13 startups, which were selected to join the program, were able to highlight one or more customer segments with a clear problem, need, allowing them to pass through to the next phase. 10 out of the 13 startups found evidence of problem solution fit and were charging ahead with refining their value proposition through "build-measure-learn" cycles. The 13 startups of the Rockstart Launchtrack in Moldova powered by Tekwill were:

#Stepcharge – A charging solution for hikers and mobile heavy users, allowing devices to be charged simply by walking.

#BruxRelief – A non-invasive biofeedback therapy device for bruxism (unconscious teeth grinding), helping dentists and their patients to detect, treat and put an end to the disorder.

#Shelfalytics – Using smart shelves, Shelfalytics helps retailers and distributors get real-time data from the store shelves;

#AnaBot – A digital well-being coach that will help you track your daily emotions and offer self-help tips to maximize your professional and personal potential.

#CanarySwitch – Canary Switch helps you to release functionalities to limited user segments. It integrates fully with any software and gives post-deployment control over your features.

#Anonym Zoo – An anonymous social platform that allows young teens to express themselves in subjects they would not reveal on conventional social media platforms, promoting constructive feedback, understanding and emotional support in a positive community.

#TIMEIN – An application which allows users to share information about their free time on a daily calendar and receive suggestions from friends.

#MEGA – Connect with potential employees or interns by assessing suitable skill sets, motivation and cultural fit through gamification projects and direct engagement with HR or project managers;

#Sparjah – An indie game which creates a story around the psychology of choices, as we believe there is a strong connection between our choices and consciousness. The game is a journey through Somna's life and weaves a tapestry of beautiful art as you pass between day and night helping Somna discover her past.

#Social Media Calendar – A collaborative tool for social media managers and advertising agencies that allows live previews of posts, which make it easier to communicate between clients and social media managers.

#LegalScore – An intelligence platform allowing businesses to easily source contracts reviewed for transparency and risk through AI analysis.

#Lockstache – A smart lock solution to help Airbnb hosts easily and securely share access to their property from anywhere.

#RiftTime – An affordable and reliable online service to help architects create virtual reality walkthroughs from their own CAD files.

The program ended with a Demo Day, where the teams pitched their startups in front of a panel composed of investors, tech entrepreneurs, community leaders and development partners.

Funds raised by startups, beneficiaries of the accelerator program

As a result of the project support in developing the entrepreneurship initiatives, provided through the Rockstart Launchtrack program, the value of financial resources raised summed to 126,046 USD. Among the startups with an optimistic progress are Brux Relief, RiftTime and Shelfalytics. Brux Relief launched their Kickstarter campaign, raising $17,396 and 102 pre-orders of their product. The team is currently enrolled in ABQid Health & Wellness Accelerator in Albuquerque, New Mexico in preparation for their market launch. RiftTime raised $50,000 from founder's capital for the company. Additionally, they acquired 4 users and 1 paying client. After the completion of the program, the team participated in 2 national startup competitions. The success in the Creative Business Cup competition, ensured their participation in the next phase at the regional level. Also, the second place at the Seedstars competition, guaranteed their participation at TechCrunch Berlin and the opportunity to promote their product and search for potential investors. Currently, the team is working on launching the service. Another beneficiary of the project's support, Shelfalytics is seeking early adopters of their technology and preparing to launch their product. The team invested $50,000 in the development of their product. At the moment, they have 30 users, 3 clients and a signed contract with an Ukrainian partner.

A moderate result was registered with EVERANCE (previously MEGA), Anonym Zoo, AnaBot and Stepcharge. Based on the monitoring survey, the EVERANCE team launched their service and obtained 95 active users and 3 paying clients. The team raised $7,850 in funding from "Friends & Family." Anonym Zoo continued the development of their anonymous social media platform as a side activity. The team launched the web site and has 597 people actively using it. They also sell premium avatars for $1 each, which ensures them a monthly income of 48 USD. The platform is constantly being updated, and the team is successfully marketing it through a variety of media channels. AnaBot launched their services after the completion of the program. The team also completed the Rockstart Launchtrack AI program in Amsterdam, Netherlands, during Fall 2017. Stepcharge continues the development of the hardware. Even though they had not been launched officially, the team had already 100 pre-sale test cases.

Traction Camp Moldova

The founders of 22 Moldovan startups gathered for the Traction Camp accelerator program, organized by ATIC in March 2018 at Tekwill ICT Center. TRACTION Camp is an international program aimed at offering startups mentoring, consulting and access to resources, networks and opportunities to facilitate successful business launch and development at a global level. The program launches and conducts mini-acceleration events that bring together Silicon Valley's prominent experts and the most promising startups in Europe. Over 100 startups have been trained so far as part of the TRACTION Camp initiative. Following the program, the teams' results are impressive: over 50% of participants have expanded their teams and more than 40% have managed to attract greater investments.

>> Max Gurvits, entrepreneur, investor and one of the key experts involved in the program.

"The real value of TRACTION Camp program is for startup founders to understand the business culture, sales culture, and business development operations of advanced markets. There is a massive cultural difference that founders without outside experience cannot internalize. And that's why most startups from Central and Eastern Europe fail. TRACTION Camp has its main goal in changing that paradigm".

In the framework of Traction Camp Moldova, mentors and experts from the Silicon Valley, Israel and Eastern Europe shared their experience in marketing, communication with clients, access to resources, networks and opportunities to facilitate successful business development.

The participants had the opportunity to present their business ideas during public discussions, one-on-one meetings, or networking sessions.

The program agenda included sessions on the most pressing issues for startup founders: pitching, MVP, marketing, business development, business strategies, Growth Hacking and investment raising. The sessions were moderated by international mentors, experts with vast experience in supporting the launch and development of companies with global potential.

INTERNATIONAL EVENTS

TechCrunch Disrupt Berlin 2017

In December 2017, **10 Moldovan startups**, along with representatives from the National Association of ICT Companies (ATIC) and Moldovan Investment and Export Promotion Organization (MIEPO), attended TechCrunch Disrupt in Berlin, Germany. Moldovan startup beneficiaries had the opportunity to interact with actors of the ecosystems on a global level, persuade to attract investments, participate in idea matching, learn about acceleration programs that are enrolling new attendees, or simply improve their networking connections. The participation at TechCrunch Berlin was supported by the U.S. Agency for International Development and the Government of Sweden under Tekwill Project.

Moldovan team Zeroqode has been designated among nearly 500 startups as the winner of the visitors vote during Day One of TechCrunch Disrupt Berlin 2017. The team managed to draw attention of the public by offering solutions for web and mobile applications, created without writing a single line of code. As a result, they got the opportunity to offer an interview for TechCrunch portal and enhance their international visibility. This moment of fame served perfectly for enhancing their international visibility at TechCrunch Disrupt Berlin 2017. ViarLife, another Moldovan team, was randomly selected to be interviewed.

ATIC PR AND COMMUNICATION

In 2018, ATIC had a 360-degree communication approach that allowed to maintain an efficient dialogue with the stakeholders and target groups through a variety of communication channels: social media, web sites, TV, radio. The complexity of the actions increased the journalists' interest in ATIC projects and programs and strengthened the relationship of the institution with the mass media - an important stakeholder not only in ensuring ATIC visibility and notoriety, but also a channel of communication with the partners and beneficiaries.

Strengthening the relationship with the media consolidated foundation for an efficient collaboration, which in the long a run will add value to ATIC objectives and initiatives. In the period January 1, 2017 – December 30, 2017, ATIC coordinated and supported the production of large variety of written publications and video materials promoting, reflecting and raising awareness on the programs, initiatives and events carried out. **The strategic approach enabled the presence of ATIC in 327 publications in 2017 and 465 publications in 2018.**

The communication tools used more frequently by ATIC were: press releases, video coverages, beneficiary testimonials, press briefings, video news in local mass-media. For a broader visibility, the communication team facilitated the participation of ATIC representatives and beneficiaries in a variety of TV shows and interviews, radio broadcasts.

The support of the development partners in the implementation of various projects and programs and promotion of Moldovan IT sector capabilities was emphasised in all the materials produced or coordinated by the communication team.

ATIC would like to thank to the traditional media partners: Unimedia, Diez, Agora, Locals, TVR Moldova for the tremendous support in promoting ATIC projects and initiatives, building awareness and achieving greater credibility and visibility on a national level.

PRIME   LIVE   NOUTĂȚI   EMISIUNI   PROGRAM

Târg de cariere IT, organizat la Chișinău. Au fost prezentate peste 300 de oferte de muncă și stagiere

Social   Joi, 25 Octombrie 2018 15:05   PRIME.MD   0 Comentarii

Mai multe companii din domeniul IT au pus la bătaie peste 300 de locuri de muncă și oferte de stagiere, la un târg de cariere organizat la Chișinău. Firmele vânează angajați încă din facultate, iar salariile ajung și la 30 de mii de lei. Pentru că în acest sector este deficit de personal, angajatorii sunt gata să recruteze și tineri fără experiență, pe care sunt dispuși să-i instruiască.

LIVE   NOUTĂȚI   ȘTIRILE DIMINEȚII   UNITATEA DE GARDĂ   VIDEO   PROG
POLITICĂ   SOCIAL   ECONOMIE   CRIME   SPORT   DIVERTISMENT   EXTERNE   CULTURA   HO

O fi paradisul start-up-urilor peste ocean, dar și în Moldova ideile de afaceri încep să aibă din ce în ce mai multe perspective

Știrile dimineții   Luni, 11 Septembrie 2017 13:45   CANAL3.MD   0 Comentarii

UNIMEDIA   ALEGERI 2019

Tech/Media   UE/Externe   Diaspora   Wine of Moldova   Cultură/Turism   Sport   Auto

(video) ATIC are un nou Consiliu al Directorilor și priorități ambițioase pentru anul 2018

Redacția UNIMEDIA
21 December 2017, 13:09   4295   0

Asociația Națională a Companiilor din Domeniul TIC (ATIC) a desfășurat la data de 19 decembrie Adunarea Generală a membrilor. În cadrul forumului au fost prezentate rezultatele atinse pe parcursul anilor 2016-2017 și au fost aprobate prioritățile pentru anul 2018. De asemenea, membrii Asociației au ales un nou Consiliu al Directorilor, din care fac parte: Radu Lazăr, Delivery Unit Manager, Endava Moldova, Eugene Galamaga, Regional branch Director, Allied Testing, Elena Mutruc, Delivery Center Manager, Pentalog, Irina Strajescu, Director Comunicare, Moldcell, Iurie Coroban, Director AlfaSoft, Sergiu Postică, Strategy and Business Development Director, Orange Moldova, Olivier Prado, Director Global Phoning Group. Funcția de Președinte al Consiliului Directorilor ATIC va fi exercitată în continuare de către Irina Strajescu.

#diez

Social   Educație   Inter
Politică   Oportunități   Cult
Economie   Evenimente   Lifes

Social Media / IT
Aleg Cariera IT. Iurie Carcea, Senior Software Developer: „Succesul întregului proiect depinde de toată echipa"
14:47, 19 Iulie 2017   2 minute pentru citit

În cadrul Campaniei de promovare a Carierei IT, vă invităm să cunoașteți profesioniști care ne inspiră, oameni talentați, creativi, entuziasmați de ceea ce fac și determinați să descopere și să inoveze. Aflăm de la ei cum se lucrează în domeniu, care sunt oportunitățile, cerințele cărora trebuie să le facă față profesioniștii IT, dar și pașii de urmat pentru tinerii care își doresc o carieră în cel mai dinamic sector, cel al Tehnologiei Informației.

"Mă numesc Iurie Carcea și sunt Software Developer în cadrul companiei Amdaris. Amdaris este o companie multinațională care se specializează în soluționarea problemelor IT.

Încă din adolescență am dorit să aleg o carieră IT, de aceea am decis să-mi continui studiile în cadrul facultății de Matematică și Informatică a Universității de Stat din Moldova. În cadrul facultății am avut posibilitatea de a participa la diverse proiecte social-administrative, economice, cum ar fi – un produs software care să permită diagnosticarea celulelor cancerigene și evoluția acestora. Toate aceste proiecte m-

FINANCIAL REPORT 2017

General Budget 2017 (12 months)					
Rate			1EUR - 22 1USD - 19.75		
Income indicators				De facto 12 months	
Expected Incomes 2017	Unit	Qty	MDL	EUR	MDL
Estimated Remainder 2016			750,000.00		1,014,275.00
Estimated Remainder 2016 USAID					2,137,530.37
Estimated Remainder 2016 VET					1,270,138.39
Membership Dues					
Regular Member (Small)	1500	20		30,000.00	373,786.95
Regular Member (Big)	2000	5		10,000.00	419,952.80
Associate Members	500	5		2,500.00	117,900.27
Gold Partner	6000	1		6,000.00	127,171.20
Startups	200	20		4,000.00	12,187.96
Additional Activities					
Moldova ICT Summit			990,000.00	45,000.00	373,312.67
Startup Weekend Moldova			130,000.00	5,909.09	
Teacher Fund			100,000.00	4,545.45	

Intel Tech+Intel ISEF			194,637.00
Tekwill ATIC			2,322,236.00
Reimbursements			645,574.45

	MDL	EUR	USD	MDL
Projects				
ICTEC (Tekwill)	14,220,000.00		720	22,107,062.78
ADA(VET)	2,405,553.26	109,343.33		2,335,758.57
ICT Career Orientation (Ministry of Youth)	150,000.00			33,195.48
Robotics (Chemonics)	852,984.00			1,261,583.00
TOTAL	**19,598,537.26**	**217,297.88**	**720**	**34,746,302.89**

General Activity	Unit	Qty	MDL	EUR	MDL
Expenditures					
Salaries	41666.67	12	500,000.00	22,727.27	571,547.36
Consulting Services	50000	12	600,000.00	27,272.73	51,270.50
Infrastructure	15000	12	180,000	8,181.82	66,224.53
Administrative	9000	12	108,000.00	4,909.09	168,052.24
Organizational Expenses (travel, marketing, etc.)	30000	12	240,000.00	10,909.09	125,072.73
Exchange rate loses					100,945.44
TOTAL			**1,628,000.00**	**74,000**	**1,083,112.80**

Additional Activities					
Moldova ICT Summit			880,000.00	40,000.00	383,095.00
Startup Weekend Moldova			470,000.00	21,363.64	
Teacher Fund			130,000.00	5,909.09	
Intel Tech+Intel ISEF			880,000.00		174,708.00
Smart classroom			470,000.00		65,610.00
TOTAL			**1,480,000.00**	**1,480,000**	**623,413.00**

Tekwill ATIC (general account)	MDL
Salaries, Consulting Services and and Training Fees	749,030.49
Travel	163,761.30
Trainings	426,952.16
Endowment	1,165,184.20
Third Party Contracts	
Other Direct Costs (Rent, Communication, Marketing, Maintenance Costs)	771,149.85
TOTAL	**3.276.078,00**

PROJECTS	MDL	MDL
Chemonics Grant (USAID FUNDS)		
Salaries and Consulting Services	216,984.00	428,283.25
Trainings	24,200.00	136,766.10
Other Direct Costs	16,800.00	499,171.74
Development of Robotics Guide	120,000.00	217,782.00
FLL (first Lego league)	140,000.00	
Promotion of ICT Career	335,000.00	384,821.70
TOTAL	**852,984.00**	**1,666,824.79**

ICTEC (USAID FUNDS)			
	MDL	USD	MDL
Salaries, Consulting Services and Training Fees	4,767,510.00	216,705.00	3,931,047.97
Travel	757,790.00	34,445.00	1,113,518.19
Trainings	595,540.00	27,070.00	60,363.43
Endowment	4,400,000.00	200,000.00	9,173,277.99
Third Party Contracts	1,496,000.00	68,000.00	4,040,221.89
Other Direct Costs (Rent, Communication, Marketing, Maintenance Costs)	3,823,160.00	173,780.00	6,673,114.01
TOTAL	**15,840,000.00**	**720,000**	**24,991,543.48**

ADA VET (AUSTRIAN DEVELOPMENT FUNDS)

	MDL	EUR	MDL
VET expenses			2.493.702,88
TOTAL	**2,405,553.26**	**109,343.33**	**2,493,702.88**

TOTAL PROJECTS	**19,098,537.26**		**29,152,071.15**
TOTAL EXPENDITURES	**22,206,537.26**		**34,134,674.95**
Difference			**611,627.94**

FINANCIAL REPORT 2018

General Budget 2018 (12 months)					
Rate		1EUR - 20.636 1USD - 16.9615			
Income indicators					De facto 12 months
Expected Incomes 2017	Unit	Qty	MDL	EUR	MDL
Estimated Remainder 2017			750,000.00		218,944.60
Estimated Remainder 2017 USAID					9,776.05
Estimated Remainder 2017 VET					391,560.84

Membership Dues	Unit	Qty	EUR	MDL
Regular Member (Small)	1500	20	30,000	499,125.39
Regular Member (Big)	2000	5	10,000	190,899.19
Associate Members	500	5	2,500	25,658.30
Gold Partner	6000	1	6,000	79,481.11
Startups	200	20	4,000	13,234.83
Additional Activities				
Reimbursements				69,200.14

Projects	
Tekwill Project (USAID + other funds)	23,757,599.44
ADA(VET)	682,223.10
Robotics (Chemonics)	1,789,490.86
UN Woman	1,512,301.39
TOTAL	**MDL 28,619,213.75**

Expenditures					
General Activity	**Unit**	**Qty**	**MDL**	**EUR**	**MDL**
Salaries	41666.67	12	500,000.00	22,727.27	697,468.46
Consulting Services and Training Fees	50000	12	600,000.00		
Infrastructure	15000	12	180,000.00	8,181.82	-
Administrative	9000	12	108,000.00	4,909.09	80,019.22
Organizational Expenses (travel, marketing, etc.)	30000	12	240,000.00	10,909.09	53,228.06
Exchange rate loses					58,182.13
TOTAL			**1,628,000.00**	**74,000**	**888,897.87**

Tekwill Project (USAID + other funds)	
	MDL
Salaries, Consulting Services and Training Fees	6,248,795.65
Travel	2,376,144.31
Trainings	1,793,409.53
Endowment	5,315,784.57
Other Direct Costs (Rent, Communication, Marketing, Maintenance Costs)	5,360,869.83
TOTAL	**21,095,003.89**
Projects	

Chemonics Grant (USAID FUNDS)	MDL	MDL
Salaries, Consulting Services and Training Fees		379,171.52
Trainings		351,113.55
Other Direct Costs		481,827.19
Promotion of ICT Career		62,302.39
TOTAL		**1,274,414.65**
ADA VET (Austrian Development Funds)		
Salaries, Consulting Services and Training Fees		381,897.02
Trainings		1,345,659.80
Other Direct Costs		646,081.75
TOTAL		**2,373,638.57**
UN Women		
Salaries, Consulting Services and Training Fees		223,226.46
Trainings		898,975.90
Other Direct Costs		390,099.03
TOTAL		**1,512,301.39**

TOTAL PROJECTS	**MDL 19,098,537.26**	**MDL 26,255,358.50**
TOTAL EXPENDITURES	**MDL 22,206,537.26**	**MDL 27,144,256.37**
Difference		**MDL 2,095,238.87**

Estimated Remainder Tekwill Project (USAID + other funds)	1,827,594.41
Estimated Remainder 2018 VET	7.87
Estimated Remainder 2018 Chemonics	237,708.51
Estimated Remainder 2018 ATIC	29,928.08
Difference	2,095,238.87

EVALUATION OF ATIC ACTIVITIES AND IMPACT BASED ON MEMBERS OPINION

According to your opinion, is ATIC fostering the ICT sector in Moldova?

32 responses

- Yes
- No
- Maybe

93.8%
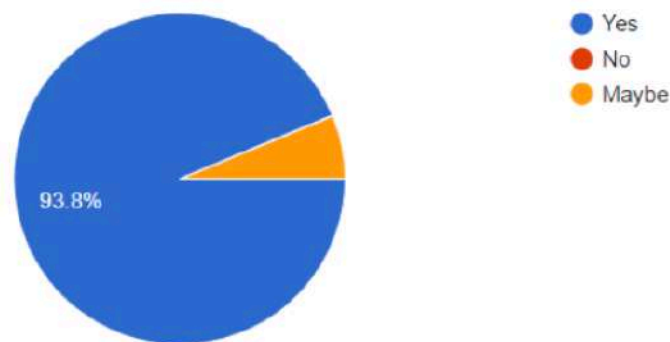
Please help us understand, in your opinion, what was the biggest achievement of ATIC in the previous period?

- IT parks
- Tekwill
- No response/None

16

12

4

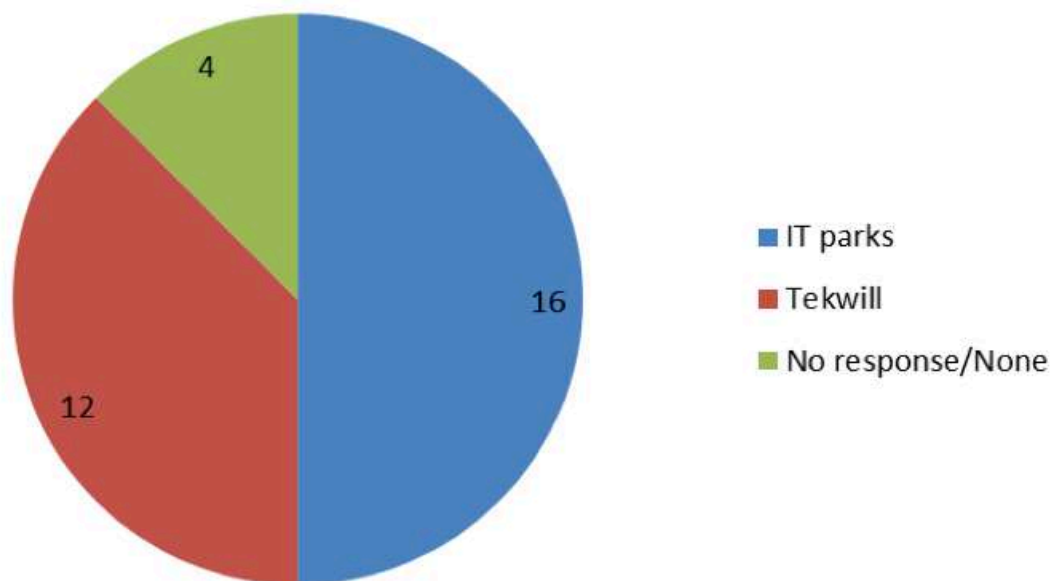| Please rate your overall satisfaction with different aspects of ATIC activity (1 is the worst, 5 the best):	Average mark
Overall satisfaction with ATIC activity	4,2
ATIC activity responds to members needs	3,9
Inclusion of ATIC members into the decision taking process	4
Involvement of your company in ATIC activity	3,1
Internal communication of ATIC activity	4
External communication and visibility of ATIC activity	4,2
Relevance of ATIC activity	4
Please rate the following lobby and advocacy interventions (1 worst, 5 best)	
Data Protection Legislation	3,4
Private Copy Levy Legislation	3
IT Parks Legislation	4,7
Fiscal interventions	3,8
Royalty	2,7
Social contribution limitation- 5 average monthly salary	3,2
Big Brother Law	3
Labor Code Amendments	4
Criminal/Contraventional Code Amendments	3,3

Please rate the following big events and activities in terms of importance for your company (1 worst, 5 best)	
Moldova ICT Summit	4
Women in ICT	3,8
Hackathons (Smart City Hackaton, Best Hackatons, other)	3,6
Chisinau Startup Week	3,3
Chisinau Startup Weekend	4,4
SeedStars programs	3,7
Rockstart programs	3,5
Entrepreneurship Development	3,7
Educational Trainings for Professinals within Tekwill Academy	4,2
Children trainings within Tekwill Academy Kids	3,8
Community development initiatives (Java, PM, etc)	4
Ignite Chisinau editions	3,9
Robotics programs	4
IT Career Promotion Campaign in local media	4,2
ICT Career Orientation events	

What aspects of ATIC activity were the most important for your company

32 responses

Lobby and Advo…	26 (81.3%)
Education Activit…	21 (65.6%)
Entrepreneurshi…	14 (43.8%)
Market Develop…	10 (31.3%)
Tekwill activities	1 (3.1%)
Open Data	1 (3.1%)
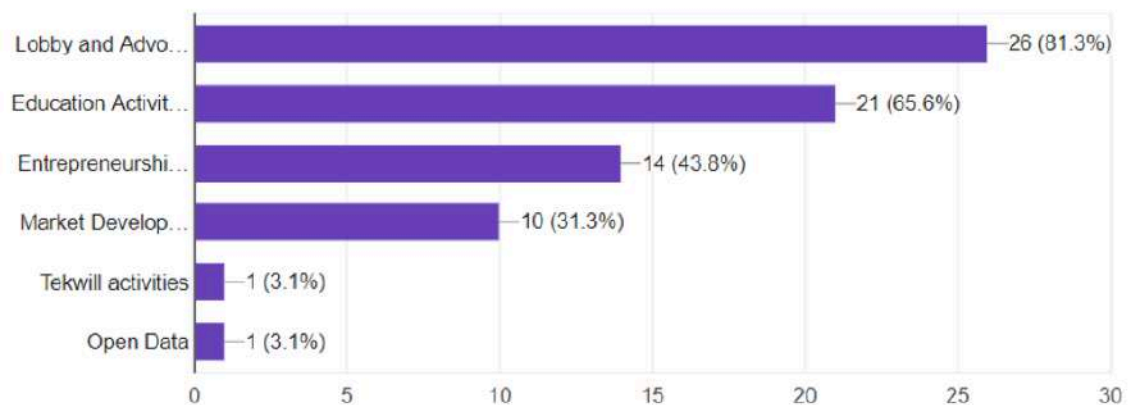
What can be improved in your opinion within ATIC?

32 responses

Better Communi…	14 (43.8%)
More Lobby and…	9 (28.1%)
More practical s…	12 (37.5%)
More non formal…	5 (15.6%)
More education…	10 (31.3%)
More entreprene…	9 (28.1%)
More B2B Activit…	10 (31.3%)
More meetings…	8 (25%)
To lead the com…	1 (3.1%)
I would expect o…	1 (3.1%)
Visibility of fundi…	1 (3.1%)
PM Club / PHP…	1 (3.1%)
Webex/Webinar	1 (3.1%)
Platforma de co…	1 (3.1%)
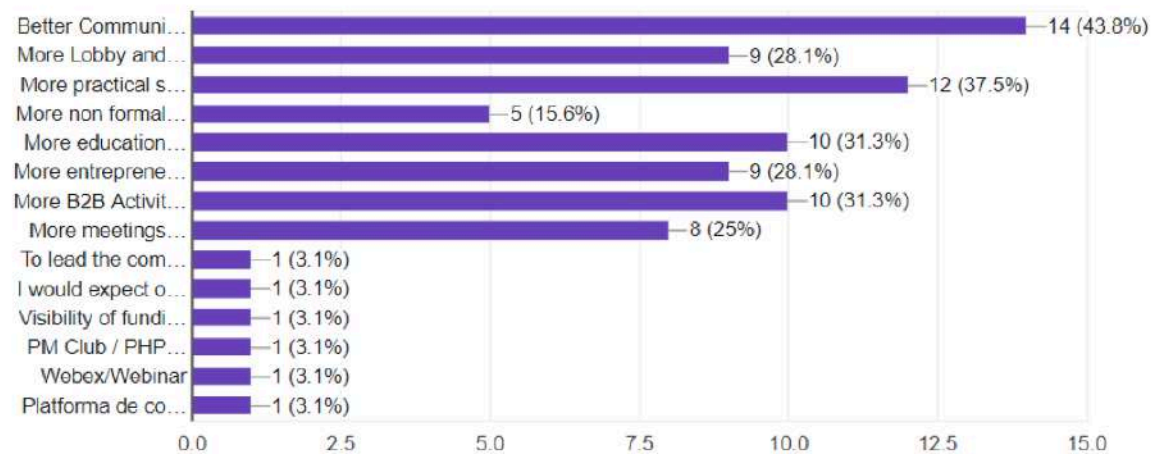
Please state 3 most important directions you think ATIC should work during the next year:

1. The top priorities determined by the members were:
2. Lobby and advocacy
3. Education
4. IT parks promotion and development
5. More B2B meetings

MEMBERS DIRECTORY

ALFA SOFT

Alfa Soft SRL is a software company, with offices in Chisinau (Moldova), Ashburn (USA, Virginia) Tirana (Albania). Our custom business solutions dramatically reduce the time, cost, and complexity associated with building, deploying, and maintaining mission-critical, content-rich, secure Web applications.

http://www.alfasoft.md/

ALL MOLDOVA/ZINGAN.COM

allmoldova.com - is №1 choice for business in Moldova. This is the place where businesses meet and reach their target audience. Our main objective is to offer Moldovan companies the best internet platform for PR campaigns in the Internet. We know how to make people talk about your business.

http://www.allmoldova.com

ALLIED-TESTING

Allied Testing is a leading specialist QA and testing firm with the sole focus on the capital markets, trading and finance industry. Over the years the company has earned a reputation of premiere application quality management specialists. Allied offers its clients QA capabilities that range from process audit and strategy consulting to implementation and ongoing service delivery, and includes both onsite and offshore or nearshore locations.

https://www.alliedtesting.com/

AMDARIS

AMDARIS is a rapidly expanding multinational Software Development Company with offices in the UK, Romania and Moldova. We combine deep technology expertise, solutions architecture capability, development and program management skills that deliver best-in class Solutions that help Enterprises scale and meet their software challenges. We are industry recognized as being "best-in-class", and are in the top 1% of the Microsoft Partner Ecosystem.

https://info.amdaris.com/

AVO

AVO is a team of professionals having the main goal to make mobile connections affordable globally for both end users and telcos, avoiding any roaming charges or extra connections fees.

https://avoapp.com/

BASS SYSTEMS

BASS Systems is a young and active company, established in 2008 by a team of professionals with a solid experience in IT. Since then we have enlarged our portfolio of services and have gained trust and confidence from our clients. BASS Systems tailors solutions to your business needs in the rapidly growing IT market in the Republic of Moldova providing cutting edge solutions.
http://www.bass.md/

BIG DATA FEDERATION INC.

Big Data Federation, Inc. develops and applies innovative machine-learning technologies to big data to predict financial, economic, and world events. We are a group of passionate technologists, mathematicians, data scientists and programmers in Silicon Valley with over 100 patents to our names.
https://www.bigdatafed.com/

## CEDACRI INTERNATIONAL

Cedacri International has been a member company of the Cedacri Group since 2008. The company provides software and business process outsourcing services to banking sector clients. For over the past 30 years Cedacri Group has held a leading position on the outsourcing services market for banks, financial institutions and industrial companies.
http://www.cedacrinternational.md
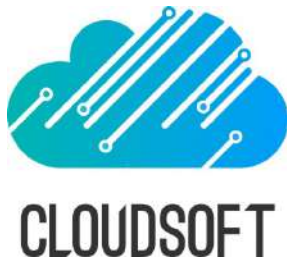
CLOUDSOFT

Cloudsoft areas of expertise include SLA covered 24/7/365 monitoring and technical support, high availability and high-load solutions implementation and management, data migration, IT consulting, system and security audit. Our corporate values reflect the idea of a positive can-do attitude toward our customers and our work. We take a unique approach to every client.

https://cloudsoft.io/

CREATEGO

For the entrepreneurs, there is not usually enough 24 hours to achieve maximum results from online promotion, they know where is greater potential to get more results. As result, we created "CreateGo Factory" consisting of tested and automated systems that, increase every month the number of the new customers in the company.

https://creatego.net/

DAAC SYSTEM INTEGRATOR

DAAC System Integrator is a leading Moldovan company in the field of ICT, operating as a software solutions developer, technical service centre and multi-service system integrator. DAAC System Integrator's portfolio includes over 50 globally renowned vendors, such as: Cisco Systems, Dell, Oracle, Hitachi, APC, SAP, 1C, Check Point, Polycom, Wincor-Nixdorf.

https://integrator.md/

DEEPLACE

Founded in 2000, Deeplace prepares and implements solutions which transform a company's entire business process. The company is an independent provider of remote-banking systems. Deeplace is the only company-provider of integrated informational security management systems (ISMS) in accordance with the standards ISO 27001 and ISO 27002.
https://integrator.md/

DEVELOPMENTAID

DevelopmentAid is an innovative membership organisation providing comprehensive information services for the international developmental sector. By providing a nexus of funding opportunities, expertise, and carefully curated data, DevelopmentAid specialises in connecting donors, agencies, consultancy firms, NGOs, and individual professionals in the international development field.
www.developmentaid.org

ENDAVA

Endava is a leading European IT services organisation with nearly 1,800 full time employees. Headquartered in London, Endava has offices in the UK, USA, Germany, Romania, Macedonia and Moldova, supports the full software lifecycle, covering application development and management, testing, digital media, infrastructure management and cloud services.
https://www.endava.com/

ESEMPLA SYSTEMS

Esempla provides complex IT solutions ranging from digitalization to interoperability and clouding solutions. Esempla team is involved in every stage from analysis to implementation, offering support for functional specifications development, system design, testing, training and software development.

FBS GROUP

For over 14 years FBS Group has developed and implemented the Information Systems and IT-solutions for banks and financial organizations. We focus on development and implementation of innovative IT-solutions, which comprehensively automate the front-end business-processes of selling banking products and operational servicing of the bank's customers.
http://www.fbs-g.com

FENTURY

Fentury is dedicated in educating and inspiring a new era of personalized financial management. Fentury is powered by Salt Edge Inc — the world's leading FinTech company trusted by millions of end-users with their financial data. We launched in 2015 and are headquartered in Toronto, Canada.
https://www.fentury.com/

FFW

FFW is a digital agency focused on creating digital experience platforms that ensure our clients' success, always moving forward at the speed of digital innovation. For over 15 years, the world's largest brands have relied on us to build accessible, creative, and user-friendly digital solutions that deliver results.
ttps://ffwagency.com/

GILAT SATELLITE NETWORKS MDC

Gilat Satellite Networks is a leading global provider of satellite-based broadband communications. With 30 years of experience, we design and manufacture cutting-edge ground segment equipment, and provide comprehensive solutions and end-to-end services, powered by our innovative technology.
https://www.gilat.com/

GLOBAL PHONING GROUP

Global Phoning Group is a multilingual contact centre, providing telemarketing services, software development services, as well as data entry, BPO, KPO, website animation and moderation and all kinds of offshore outsourcing services.
https://www.gpg-callcenter.com/

ISD

ISD is an innovative software outsourcing provider with the main skill set focusing on Java and Java-related technologies. For over 10 years, we are eager to take up challenges and enjoy working with new technologies. ISD has successfully delivered projects in Logistics, Augmented Reality, Voice Recognition, Cloud, Mobile domains.

http://isd-soft.com/

IT-LAB GROUP

IT-LAB GRUP SRL specializes in the planning and implementation of cable and wireless infrastructures, IP telephony, project management and network security. IT-LAB GRUP offers professional IT services since 2011. The main goal that we pursue in each project is the optimal use of our experience and individual services to develop solutions that perfectly match the needs of clients.

http://it-lab.md

META SISTEM

Meta-System SRL was founded in 2007 and till today remains one of the key companies in the field of Information technologies of the Republic of Moldova. Type of activity: Business software development, developing web sites of any complexity, Out-staffing. The data in figures: 65% of customers applied by recommendations, over 241 projects were realized for the previous year, more than 1020 customers in 5 countries of the world.

http://www.meta.md/

MICROSOFT

Microsoft Mission in Moldova is increasing partners 'and customers' satisfaction of our technology, professionalism and honesty contributing to the development of local IT industry through implementation of corporate business model. Microsoft in Moldova is active and makes positive impact to economy development driving innovations and technologies to increase maturity in all areas on national economy.

https://www.microsoft.com/

MOLDCELL

Moldcell is one of the leading telecom operators in the Republic of Moldova providing attractive tariffs, biggest variety of handset offers and affordability of the cutting edge technologies all over the country. With a strong connectivity base, we are the hub in the digital ecosystem, empowering people, companies and societies to stay in touch with everything that matters 24/7/365 on their terms.

https://www.moldcell.md/

MTEAM

MTEAM provides services in various fields: IT Development IT Development Accounting Logistics HR Consulting and Sales and is the driving force behind many fields of activity that helps our clients propel ahead of the curve and remain top performers. We treat every project as an opportunity to create triple value — for our clients, their customers and the communities they influence.

https://mteam.md/

NOCTION

Noction is a privately funded technology company with offices in North America, Europe, and Asia. Founded in 2011, Noction is a fast-growing company providing BGP network performance automation, enabling enterprises to take full advantage of the maximum network performance for business-critical applications such as e-commerce, VoIP, and media streaming across IP networks.

https://www.noction.com/

Orange

Orange Moldova is a part of the Orange Group, an international leader in the telecommunications services. In Moldova, the company had started its activity in 1998 under the brand Voxtel. 9 years later, on 27th of April, Voxtel became Orange Moldova. Today, the company is the number one operator on the Moldovan TELCO market. Company's services can be accessed throughout the country through the distribution network – 3600 points of sales.

https://www.orange.md/

PENTALOG CHI

Pentalog is a customer-oriented IT services & engineering company providing IT outsourcing and consultancy services to clients from all over the world. We offer cutting-edge support across the entire product lifecycle in application and website development, infrastructure management, embedded systems engineering and mobility solutions in a dozen of vertical business areas (e-commerce, M2M & telecommunications, software publishing, digital startups, etc).

https://www.pentalog.ro/

Price Waterhouse Coopers

PricewaterhouseCoopers (PwC) is the world's largest professional consulting, audit and audit company and one of the largest private companies. The company has 766 offices in 150 countries. PricewaterhouseCoopers is part of Big Four's largest four audit firms, together with KPMG, Ernst & Young and Deloitte Touche Tohmatsu.

https://www.pwc.com/md/

QSYSTEMS

QSystems elaborates fitted out with features software providing customers with competitive advantages on the financial and payment services market. Each of the company's products and services carries out an innovative approach capable to transform the banking sector.

http://www.qsystems.md/

RAPIDLINK

Rapid Link, Incorporated is a Diversified Communication Services company, supplying bundled internet and voice services to Business and Residential customers at the best cost/efficiency ratio in the industry. Rapid Link offers broadband access via its own facilities to ensure fast and reliable delivery of its content. As a leading licensed WiMAX carrier, Rapid Link is on the cutting edge of this exciting new technology.

https://rapidlink.md/

RITLABS

Ritlabs SRL is a software company specializing in the development of secure communication products for corporate and private clients. Ritlabs SRL was founded in 1998 and started developing service software, primarily the well-known Dos Navigator file manager. Currently, Ritlabs, SRL focuses on a product line for secure data transfer in public information networks.
https://www.ritlabs.com/

SMART ENERGY SOLUTION SRL

Smart Energy Solutions SRL was registered in 2013 to sell a wide range of En Gross merchandise including beer including the first prototype of intelligent shelves for retailers and distributors that can allow online stock viewing on store shelves as well as prevent out of stock by timely informing about lack of merchandise on the shelf. This leads to increased product sales and optimization of the entire supply chain.
http://shelfalytics.com/

S&T MOLD

S & T Mold is a leading provider of IT solutions and services to Moldavian IT information technology companies in S & T, an international group of companies active in the Central and Eastern European countries. Multi-site opt jobs and sophisticated product portfolio allow companies to offer optimal solutions in the IT, financial, telecommunication and public sector sectors, such as pro-business and retail businesses.

http://www.snt.md/

SIMPALS

Simpals is a Moldovan group of companies active in Internet and 3D animation. Simpals is the leader in the online advertising market in the Republic of Moldova and holds the largest portals, including the most visited Moldovan site [1] 999.md. Simpals's online platforms have a 75% coverage of Moldnet users.

https://simpals.com/

STARNET

StarNet is one of the top companies in the field of electronic communications in the Republic of Moldova and is one of the leaders in the Internet, being the first provider in the country to provide Internet access and high-speed data transmission via fiber optics. Provides Internet services, digital television and fixed telephony within the city of Chisinau and other cities in the country.

https://www.starnet.md/

STEFANINI

The company is engaged in application development services including tel. Mobile, Business Process Automation, Digital Trademark, Cognitive Solutions, Cloud Implementation, Analytics, Enterprise Resource Planning (ERP) Implementation and Support, Industry 4.0, Cyber Security, Operational Intelligence, Entrepreneurship Services.

https://stefanini.com/

STELAR GROUP SRL

Stellar Group Srl is an experienced Social gaming and App Development Company.

http://stellar.md/

SWITCHOVER AG

Our story starts in 2003 in London, when Switchward Ltd was established. In 2004 we became a Swiss telephone operator. In 2012, Moldtelecom - the national telecommunication company of Moldova, selected us as the exclusive gateway for the incoming and outgoing international voice traffic. With our range of telecommunication services we want to become a point of reference in the international telecommunication market.

http://switchover.ch/swithover-moldova.html

TACIT KNOWLEDGE

Our story starts in 2003 in London, when Switchward Ltd was established. In 2004 we became a Swiss telephone operator. In 2012, Moldtelecom - the national telecommunication company of Moldova, selected us as the exclusive gateway for the incoming and outgoing international voice traffic. With our range of telecommunication services we want to become a point of reference in the international telecommunication market.

https://www.tacitknowledge.com/

TECHNOSOFT

Tacit Knowledge is the digital commerce consultancy that delivers Silicon Valley innovation to retail organizations around the world. Founded in 2002 by a group of software engineers, Tacit implements packaged applications and builds custom software for globally recognized multichannel organizations, including some of Internet Retailer's Top 25.

https://www.technosoft.eu/

Trabia-Network

Trabia Network started its operations 2001 in Germany where it was also officially founded in 2003. Operating the largest data center in Moldova and offices in Hong Kong we are specialized on data center solutions such as Colocation, Virtual and Dedicated Server, DDoS Protection, Anti-Spam, Carrier Solutions and more.

https://www.trabia.com/

TRIMETRICA

Founded in the 2004 year, IM Company Trimetrica SRL is the official representative of the Esri Inc. Company (Environmental Systems Research Institute, California, USA) – the worldwide leader in the field of Geographic Information Systems (GIS). The main objective of the company is the promotion of the modern GIS technologies within the state organizations and the private ones for: the support of taking optimal/best decisions, an efficient management; the modernization of the business processes; the saving of the resources; the strategic development of the organizations.

http://www.trimetrica.com/

Thank you!

NATIONAL ASSOCIATION OF
ICT COMPANIES FROM MOLDOVA

2017 - 2018

MOLDOVAN ASSOCIATION
OF ICT COMPANIES