



འབྲུག་བཅོམ་ཤིང་འཕུལ་རིག་དང་སློབ་སྦྱོང་ཚོགས་སྡེ།

BHUTAN ICT & TRAINING ASSOCIATION

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Registration of ICT Personnel

Summary of Bhutan ICT & Training Association (BICTTA):

Bhutan ICT & Training Association (BICTTA), established under Bhutan Chamber of Commerce and Industry (BCCI) as one of the sector association under it. BICTTA is established as an Industry Body for private ICT & Training industry of the country in the year 2003.

The core mandate of BICTTA were to represent the industry and act as a bridge between the Government and Private Sector.

Beside the representation of the industry, BICTTA is responsible for promotion and development of the industry by facilitating and enabling conducive business environment and creating platforms for business development at national and international level.

Today BICTTA has more than 70 ICT and Training firms registered as members of BICTTA. And BICTTA is only the association in the country to have established international linkages with similar ICT association like BICTTA from 23 countries through its registration with ASOCIO (Asian Oceanian Computing Industry Organization). Currently with support from Department of IT & Telecom(DITT) under the Ministry of Information & Communication (MoIC) BICTTA is in process of drafting a Road Map for the Industry in line with the ICT initiatives and vision of the government. This documents will enable and guide private sector and government to work together for the development of ICT sector in the government.

Till date BICTTA have hosted several international ICT conferences to provide platforms for our members Industry. Through such international events and conference BICTTA have been successful in:

- Facilitating our members to collaborate directly with authorized dealer and manufacturer.
- Signed MoU with various international partners to facilitate smooth business transactions and healthy business relationship with ICT industry players of 23 member countries of ASOCIO.
- Signed MoU with international partners to help our ICT industry to build the human resource capacity.
- Invite two FDI in Thimphu Tech Park.

In next three years BICTTA has the vision to transform our industry to service dominated industry from the current vendors dominated industry ultimately to achieve Bhutan as Digital economy.



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Registration of ICT Professionals:

BICTTA members and other employers have always raised concerns about not being able to connect to the require resources due to lack of proper database of ICT professionals in Bhutan. The only database available in the country is the database maintained by Ministry of Labour and Human Resource. However, the MoLHR database comprises of all job seekers, irrespective of industry sectors. It is possible to segregate job seekers based on the field of study but lack details required by employers like the skills and competency. The MoLHR database is not easily accessible to employers and does not have updated skills and competencies of the job seekers.

In view of above, Bhutan ICT & Training Association (BICTTA) during 28th Executive Board Meeting has instructed BICTTA secretariat to establish database of ICT professionals with details of skills and competencies. The ICT professionals can register with BICTTA personnel as member of BICTTA. Registering with BICTTA will provide visibility to the employers. ICT personnel holding Master, Bachelor and Diploma qualifications in field of ICT shall be eligible to join as a member of BICTTA. The memberships is open for both employed and unemployed ICT personnel. Membership registration is a voluntary process. The registered professionals will be able to update the skills and competencies as and when the professionals acquire new skills and competencies.

The very purpose of registering ICT personnel is to maintain database of ICT professionals to provide information regarding skills and competencies pools to employers based on the skill requirements of the industry. It is evident that creating of skilled resource pool is a key factor to foster growth of ICT Industry and attract international investment (FDI) It is also important that foreign investors and well as local firms have access to information on the availability of skilled resources. In absence of proper database of ICT professionals employers are forced to conduct recruitment through referrals and from limited pool. Job seekers are missing opportunities due to lack of visibility to employers.

Currently in Bhutan most of the ICT industry, hire international ICT personnel for execution of projects or developments, despite many ICT personnel found available in Bhutanese Job market. This is specifically because employers do not have information base to mine potential candidates. This current practice is costing huge both for the industry as well to the economy.. Industry is unaware of the skills available in country due to lack of proper information base leading to internal jobs being taken by resource across the border.

Therefore this initiative to register ICT personnel as the member came with the objective to support all ICT personnel in improving their visibility and enhancing their skills based on skills required in the Industry through engaging them in live projects, exchange programs, trainings and etc. Through this registration BICTTA would like to provide platform to ICT professionals to maintain visibility among the employers and allow employers to mine potential candidates matching required skills and competencies. This approach will ensure an effective utilization of already available skills in the country and retain jobs in the country. Meanwhile Industry and potentials international investors will be benefited through access to information on skilled pool based on their requirements.



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Similar initiative (registration of ICT Personnel) was taken by NASSCOM (IT/ITES representative body in India) and other Industry association across the globe where skills of ICT personnel was enhanced based on international standard requirement and accordingly certified. This initiative later on brought in many outsourcing business to India because of availability of international standard skills. Today in India thousands of employment opportunities are created in IT/ITES business.



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Objectives of Registering ICT professionals:

- ❖ **Formation of ICT professionals Community:** One of the core purpose of registering all the ICT personnel is to form ICT Professional Community of Bhutan (ICTPCB). ICTPCB shall be recognized ICT Professional Association under Bhutan ICT & Training Association (BICTTA). The Mission of ICTPCB will be to:
 - Promote the development of Bhutanese information and communication technology resources.
 - To advance professional excellence in information and communication technology.
 - Raise the standing of ICT professionals and represent their views to government, industries and communities.
 - Promote, develop and monitor competence in the practice of ICT by person and organization.
- ❖ **Certification of ICT Personnel:** All the ICT personnel registered will be certified as ICT professionals to recognize their skills internationally and as well for the recognition of professional qualifications and certifications. BICTTA in collaboration with MoIC and NASSCOM will set up institution to certify ICT professionals through examination process recognized internationally.
- ❖ **Establish linkages between Industry and ICT Personnel:** Through this registration database close collaborations can be established between the skilled workforce and the employers, where ICT graduates can have clear understanding about the Industry and skills required in the Industry. So the ICT graduates can accordingly built the skills to be employed in the industry. The employers shall have access to information on the skills available within the country and can recruit local resources instead of bringing resources from outside.
- ❖ **Promote the development of Bhutanese ICT skills Resources:** The personal members can benefit from the industry association's knowledge regarding the skills requirements. Firstly BICTTA as an ICT Industry Representative Body is fully aware of skills requirement in the ICT Industry, which is annually updated through a survey. Therefore BICTTA shall develop the skills of fresh ICT graduates through:
 - Customized short terms trainings based on industry requirement with support from relevant ministry and agencies.
 - Internship program in members industry for practical experiences.



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- Engagement in live projects for practical experiences
 - International exchange program in capacity building with support from ASOCIO and other regional ICT, BPO and BPM associations.
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- ❖ **Awareness & Workshops on career opportunities:** Lack of awareness and understanding about the career opportunities in private ICT Industry, could be one of the many reasons why ICT personnel do not prefer to work in the Private Industry. Registered ICT graduates will be well informed and educated on the career opportunities in the industries to encourage to opt career in private sectors.

 - ❖ **ICT skills Bank:** After registering all the ICT graduates both employed and unemployed, BICTTA will maintain data base of all the ICT professional categorized based on their respective specializations. With this ICT industry can approach BICTTA to hire available local resources as and when required for the projects or employment. Currently due to lack of information about the available resources within the country, have made the industry to hire international professionals to execute projects which has been costing huge for the industry and as well to the country. Therefore through this dependency on international professionals will be minimized by making optimum utilization of available human resources in the country and in process further enhance the capacity through effective involvement of this resources.

 - ❖ **Employment opportunities:** National as well as international recruitment agencies will have access to the database improving the job perspectives for registered ICT professionals. BICTTA will put in concerted efforts in linking the database with national and international recruitment agencies to improve visibility of registered ICT professionals. After the refinement of skills based on the industry requirements the probability of observing ICT personnel in the Industry will be on higher side both at national and international level. However BICTTA do not guarantee employment for all the registered unemployed ICT personnel.

 - ❖ **Meet the need of the need of the Industry:** In many forums while addressing the issue of unemployment of ICT personnel, it is been realized that there has been huge mismatch of skills available in the job market with the skills required in industry. Therefore through this registration of ICT personnel the need of Industry will be addressed by refining the skills of ICT personnel based on their requirements. ICT professionals will be able make proper career paths based on the skills requirement in the industry.



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- ❖ **Support startups and emerging ICT entrepreneurs:** Registered ICT personnel, interested to be entrepreneur will be provided international standard incubations services, with support from international partners of BICTTA like NASSCOM and ASOCIO (Asian Oceania Computing Industry Organization). Aspiring entrepreneur will be provided platforms to interact with leading Industry players.
- ❖ **Promote Innovation and Exposure:** The registered ICT personnel will be invited to attend international and national ICT conferences hosted by BICTTA, ASOCIO and other regional partners. This shall provide international exposure to our ICT personnel and opportunity to interact with leading ICT industry leaders from the region. ICT personnel will also be provided platform in such conferences and event to promote their innovations and if needed BICTTA shall connect to the investor from the region.



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Membership benefits to ICT Personnel:

- ❖ Raise the standing of ICT professionals and represent their views to government, industries and communities.
- ❖ Promote, develop and monitor competence in the practice of ICT by person and organization.
- ❖ Registered ICT Personnel will be provided opportunities to build the skills/capacity through advance trainings, Exchange programs, internship programs and involvement in live projects to gain practical experiences for fresh ICT personnel.
- ❖ Registered will be provided discount on examination fees for ICT professional's certification and entrance fees will be waved off.
- ❖ Registered ICT Personnel will be provided opportunities to attend national and international ICT conferences and workshop to gain knowledge, exposure and experiences.
- ❖ Registered ICT Personnel will be provided platform to promote innovation and recognition of individual achievements.
- ❖ Registered ICT personnel interested for startup/entrepreneurship will be provided professional incubation services facilities.
- ❖ Registered ICT Personnel will be provided forums to discuss challenges and issue and accordingly based on need BICTTA shall take up the matter with relevant agencies for solutions.
- ❖ Registered ICT Professionals will be regular updates on industry trends, policies and opportunities over the mail.
- ❖ Enhance the skills of fresh ICT graduates and recommend for employment.
- ❖ Registered ICT personnel will be facilitate to form consortium and encourage freelancer.
- ❖ Registered ICT Personnel will have opportunities to meet leading industry player and regulators to gain knowledge and experiences.
- ❖ Registered ICT Personnel shall automatically be registered in ICT professional community.
- ❖ Skilled ICT personnel will be provided platform for optimum utilization of their skills.
- ❖ Registered ICT personnel will be exempted from entrance fees to ICT professional certification examination. (ICT personnel certification examination will be soon commenced by BICTTA in collaboration with Ministry of Information and Communication.)



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Membership Fees Structure for ICT personnel:

The fees structure of ICT personnel membership is categorized in two as follow:

Sl. No.	Membership Fees Category	Fees/ Annually/Year
1.	Employed ICT Personnel	Nu.1000
2.	Unemployed ICT Personnel	Nu. 500

Note:

1. Confirmation on membership registration will be acknowledge to ICT Personnel over the mail.
2. Upon receipt of membership confirmation mail, ICT Personnel should deposit/pay the membership fees.
3. ICT Personnel will be awarded membership card after receipt of membership fees.
4. Membership Card will be valid for one year and should be renewed annually.
5. Details for membership fees payment:

I. Membership fees can be deposited in our Bank Account as follow:

Account Name: Bhutan ICT & Training Association (BICTTA)
Account No. : 0000032124017
Name of Bank: Bhutan National Bank (Thimphu Branch)

II. Or can be paid at our office, located at BCCI, compound.

Contact Us:

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Doebum Lam, Thimphu (Near BCCI Office)
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