

FINDING YOUR TECH PARTNER IN KOSOVO

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Why is it becoming an important outsourcing region?



Kosovo population

Kosovo is situated in Southeast Europe in the central part of the Balkan **Peninsula.** In the southwest, it is bordered by Albania, in the west by Montenegro, in the north and east by Serbia and in the southeast by North Macedonia.

It is known as the youngest country in Europe since its declared independence on 17.02.2008.

With 53 percent of its people under the age of 25, **Kosovo also has the youngest population in Europe.** In Pristina, the capital, the average age is 28.This percentage of youth in Kosovo is an important indicator of the continued development both socially and in people's mentality. Through its youth, this small isolated county is reaching beyond existing boundaries, evolving increasingly in the field of innovation, technology and entrepreneurship.

Numerous companies, organizations and centres for youth development in the field of technology serve as proof for this development. There are numerous successes and projects implemented by various Kosovo companies for companies abroad.

Why choose Kosovo as your outsourcing region?

When we think of the ideal place for IT outsourcing, almost everyone agrees to the point that the first thing that comes to our minds is saving time and finishing tasks on time in order to succeed with our projects.

High quality, easy and fast communication- who wants more?

If you haven't yet heard about Kosovo or you still haven't considered it as one of your options you have the chance to understand more about how much you can benefit from this country that is making big IT turns and is increasingly becoming a magnet for clients from around the world.

Kosovo has emerged as one of Europe's top locations for global sourcing of IT services. According to the Global Sourcing Association (GSA) the Southeast Europe – Kosovo region has become an attractive location for sourcing/outsourcing due to the low cost of qualified staff and a large number of highly educated, bilingual and qualified IT professionals.

KOSOVO: A Place to Do Business

Kosovo's economy is at a stage of rapid development, especially in the IT field. Most of Kosovo's population is made up of people under the age of 30 who study at various universities both inside and outside Kosovo. What is characteristic of the youth of Kosovo is the fact that many young people have studied in different countries around Europe, but also in the United States, and with their return to Kosovo, they have brought a new spirit of mentality and professionalism.

Kosovars are characterized by good English language skills and very rapid cultural and intellectual adaptation with people of different backgrounds. This is a great advantage when it comes to working with different companies abroad.

Being responsive, motivated, highly practical in their work, informed of the latest trends and always updated, Kosovars have quickly become attractive to different companies providing customer services abroad.

Its advantageous geographic location has also allowed Kosovo to access global markets easily and develop logistics infrastructure to support these connections. More than half of the Information Technology companies in Kosovo are exporting their services. According to the Kosovo ICT Association - STIKK report, IT companies are mainly providing services and products to the international IT Services and Outsourcing sector and the Technology sector.

KOSOVO:

A Place to Innovate

After the war of 1999, everything started from point zero and during these years, Kosovo's youth are "exploding" in technology trends. In spite of the enormous challenges the state faces, the technology workforce has made Kosovo very quickly reach an enviable level.

The curiosity of people to learn new things from different examples, the ability of people to adapt to international trends and the open understanding of others has made people from all over the world collaborate with digital companies in Kosovo. The ICT market in Kosovo is growing with the fastest pace in comparison to other markets since the end of the war in 1999. Currently, the ICT sector is considered as one of the few sectors with a positive trade balance. The vast presence of international organizations has been one of the main drivers for the rapid ICT growth, starting with demand for equipment and later shifting to software and services. The ISPs were among the first services, making Kosovo's network one of the most developed fiber optic networks in the entire Balkan region. The coverage of Internet access in Kosovo territory has then exceeded 90%

(https://www.marketopportunities.fi/home/2019/ict-sector-in-kosovo/)

KOSOVO:

A Place to Grow

Kosovo is a small country which has started to grow more rapidly with investments being made by foreign investors. Although education has not provided sufficient opportunities for young people who have chosen to study computer engineering, a new culture of education has begun in recent years that is offering more opportunities for young people. Kosovo's youth has made a shift from traditional education to progressive education. A spirit has begun in Kosovo that is being driven by the provision of training and the creation of conditions to attract IT talent.

STIKK (The Kosovo Association of Information and Communication Technology) provides assistance in the advancement and development of youth in the field of technology. "STIKK currently accounts for 200+ members, which represents 90% of the whole ICT market of Kosovo. STIKK is dedicated to help out the long-term-growth of the Information and Communications Technology industry in Kosovo; is committed to improving the business environment for the ICT, as well as promoting the contribution of the Information and Communications Technology to economic growth and social progress in Kosovo".

(https://stikk.org/en/about-stikk/)

Being an emerging society, Kosovo is thriving and continuously growing. The open mindedness of the people, with a good knowledge of English and German, is making this country a place worth collaborating with and investing in.

At the end of the 2000s, the Kosovar government ran the 'Young Europeans' campaign to communicate the message that the country was 'a fountain of youth' and that the Kosovar people have something special to bring to the European continent by taking a younger, fresher, perspective to everything they do'. Not only is Kosovo the youngest country in Europe, after having declared its independence in February 2008, but it also has the youngest population in the Old Continent.

(emerging-europe.com/intelligence/kosovo-population-talented-young-entre preneurs-waits-europes-door)

In addition to that, Kosovo has quickly become a favoured spot for corporate tourism and is becoming an attractive place to visit.

Summary

- ➤ Kosovo has emerged as one of Europe's top locations for global sourcing of IT services.
- Kosovo region has become an attractive location for sourcing/outsourcing due to the low cost of qualified staff and a large number of highly educated, bilingual and qualified IT professionals.
- Kosovars are characterized by good English language skills and very rapid cultural and intellectual adaptation with people of different backgrounds.
- The ICT market in Kosovo is growing at the fastest pace in comparison to other markets since the end of the war in 1999.
- Being an emerging society, Kosovo is thriving in a place to grow.
- Kosovo has quickly become a favored spot for corporate tourism and is becoming an attractive place to visit.

Training schools

The growing demand for developers (UI / UX, Programming, Social Media Manager etc.) has resulted in the opening of several academies to learn programming languages, design and social media that are on-demand. Some private companies have started the initiative to provide training that will help them meet their human resource needs. Today in Kosovo there are a considerable number of training schools that are doing their job in educating and advancing this field.

ICK Trainings

The Training branch of ICK provides special training services and delivers market-oriented, high quality courses improving the skills of the general workforce, including Incubator tenants, business people, ICT professionals, University undergraduates and graduates, public administration and civil society.

The Training Department also serves as a link between private companies and certified trainees.

The department provides a balanced mix of high-quality undergraduate and professional education with a state-of-the-art learning environment in a rage of subject areas including ICT, Cyber Security, Programming, Mobile App Applications, Blockchain, Artificial Intelligence, Robotics, Data Analysis, Multimedia, Online Marketing, Game Development, Web Application, Business, soft skills as well as STEM education for kids and high schoolers.

Since 2012, 340 Training courses have been organized with 4,802 students participating. Other than the regular Training courses, ICK also implements tailor-made programs with focus on girls in coding, kids, green businesses, startups and career orientation through the following: Developher, Junior Geeks, Greenterprise, Schoolpreneur, Studentpreneur, Career Camp, Cyber Academy, etc.



Beetroot Academy

Beetroot Academy is a Swedish IT school that has shown success stories for more than 2400 graduates. In Kosovo, Beetroot Academy is run by Kutia. Being aware of the great need for IT education in practical terms, we have given our commitment to realize a project that aims to develop talents in this field.Bringing Beetroot Academy to Kosovo is an implementation of learning proven techniques and curricula.

To provide the right education, we must first have the proper training as a staff. Our focus is on developing practical skills by providing all the necessary conditions to provide well-prepared staff for further professional development.

In addition to the traditional education that Kosovo provides in schools, it is important to take further steps to provide talents with the opportunity to recognize and develop their capacity.

Considering the fact that we're experiencing a continuous transition from "traditional" to "modern", preparing the youth for the labour market in the relevant fields is just one of the steps to be taken.

As demand for new workforce in programming and IT in general is increasing, investing in new capacity foundations is very important. We aim to provide a nurturing environment, career-focused curriculum and work-based experiences for the students.

Kosovo is in its best moments for further development of this field. Within a few years, the awareness of the importance of digitization for businesses and the benefits come from it have grown substantially.

Although digitization has found Kosovo well prepared for people who have achieved great development over a short period of time, on the other hand, until recently people were focused only on economic and legal directions and IT education was barely a choice. Apart from academic education, Kosovo doesn't offer anything very efficient in preparing new staff in this field.





Arianit Fazilu CEO at Kutia The digital world has found few people prepared. Our generation has managed to enter this world and develop despite challenges. However, what should concern us is what will happen next? Do we have enough people who will benefit from this digital world more? I think it is time for us to equip younger generations with vocational education and not just academic education, because theoretical training alone is not sufficient as long as practical training is at a low level."

To change this situation and contribute to the provision of youth vocational education in the field, Kutia has prioritized the opening of the Beetroot Academy in Kosovo, considered as a major impact on youth education and development in the IT field.

Cacttus Education

Cacttus Education is the first Accredited Associate level 5 (V) professional school, in the field of Information and Communication Technology in Kosovo. Established as a privately owned Professional School in 2015, it already had a long history (since 2003) as a training provider in the field of ICT education. CACTTUS Education was set-up as spinoff of CACTTUS j.s.c., and its establishment as a professional school was fuelled by the ist founder, other companies, and market need to train young professionals in the field of ICT, with skills that make them employable right away, and ready to join the teams of ICT companies in country and abroad.

The main aim of the school today is to educate qualified professionals sought by the labor market, in the shortest time possible. This is done by providing study programs developed based on the labor market demands. The school's programs also focus much more on hands-on practical work; the lectures and trainings are held in high tech equipped classrooms and laboratories; and are led by lecturers/trainers /professionals working in ICT sector. Having all this in mind, the students are prepared for the current and future developing labor market, with up-to-date skills that are required by local and international companies in the field of ICT.

By providing a world class education and expertise to the students, through continuous innovation, applying international standards and the latest trends in the field of Technology, we make sure that our students receive the best education and are employable in the shortest time possible. As a higher education institution, CACTTUS Education provides students with a professional two-year study program in the most attractive fields of employment of the Information Technology (IT) Industry. The two study majors are: "System and Network Administration" and "Web and Mobile Application Development"



PBC Academy

PBC Academy is contributing to the digital economy in Kosovo by providing tailor-made, relevant and professional education, incubation and acceleration in the ICT field. By doing so, PBCA contributes to filling the gap between the labour skills required in the market against those gained in educational institutions, by equipping young women and men with both technical and soft skills that meet the market demands.

The PBC Academy was created as a result of PBC Group and their success in the ICT field, as developers of the advanced software systems in the country opened the academy for young generations, focused on promoting vocational education and training in ICT and increasing equal opportunities for educating the younger generations in Kosovo.

Integration of innovation, creative teaching, and incubation are the basis of our curriculum. This provides to students the opportunity to acquire professional skills, become innovative and be a valuable part of society. High quality training programs provided by PBCA are a product of a committed community of professionals, advanced teaching techniques, and an encouraging learning environment.

PBC Academy is a vocational school, level V with professional two-year study program "Software Developer", accredited by the National Qualifications Authority.

The professional competence and vision of PBC Academy as well as the approach for the methodology "learning by doing", provides all candidates an ideal opportunity to complete the internship and hire all those who achieve results during studies.

Moreover, through incubation and acceleration PBC Academy also creates business enterprises, which differentiates it from other educational institutions and through personalized programs of professional education training, we prepare students to become professionals in the industry of ICT, contributing to job creation, poverty reduction and the overall competitiveness of the industry in Kosovo.



Summary

- Kosovo is reaching beyond existing boundaries, evolving increasingly in the field of innovation, technology and entrepreneurship.
- Investments in human resources are crucial for Kosovo to build a competitive advantage over other countries seeking to benefit from outsourcing opportunities.
- Kutia is bringing Beetroot Academy to Kosovo, as an implementation of learning proven techniques and curricula.
- As demand for new workforce in programming and IT in general is increasing, investing in new capacity foundations is very important.

ICT sector in Kosovo

When talking about the ICT and innovation ecosystem, it is worth noting that one of the most important components is skills and talent development. Having a plan and structure in place to supply the market with much needed talent is crucial to the development of the sector going forward. As the self-awareness and passion for web designers, software engineers, web developers and similar profiles is growing, institutions and key stakeholders have to build and implement strategies so that this talent is channelled properly and gains from the industry are maximized.

While the industry is equipped to respond to a portion of demands coming from external markets to a certain point, investments in human resources are crucial for Kosovo to build a competitive advantage over other countries seeking to benefit from outsourcing opportunities.

Creating a sustainable ecosystem implies that there should be a sincere engagement from different stakeholders such as government institutions, existing companies, startups, interest groups and non-governmental organizations that manage specific funds.

The problem may be the fact that pushing these processes forward from all may not be at the same speed, and this sometimes causes delays, but with more accurate and sincere coordination from all involved parties, it can bring more rapid results.

In addition to this, another channel that should necessarily be utilized to establish and increase cooperation with companies abroad, are international business-to-business events, as well as trade and investment missions organized in developed countries. In addition to serving as excellent mechanisms for creating new business opportunities, such events also have a tremendous impact on the maturity of our businesses, not least due to the fact that we are exposed to new and advanced ways of doing business.

The ICT sector is bringing the country many benefits overall and institutions must pledge to provide the sector with the proper and deserved attention and support, as the only means to guaranteeing that we are able to keep pace and build our brand internationally.

STIKK

The Kosovo ICT Association, ever since it was founded in 2008, has worked closely with all stakeholders of the industry in elevating the quality, professionalism and range of services offered, as well as, advocated in the name of the industry both on the front of legislature changes to adapt to international requirements, as well as, regarding the overall image our industry has abroad.

Through numerous B2B meetings at an international level, STIKK has fostered new business deals for local companies and has become a respected association who is currently a member of various international associations like the European SME Alliance, WITSA, 3B ICT Association and numerous others.

Since its establishment in 2008, STIKK has been able to achieve numerous successes and become one of the leading drivers of the ICT industry and ICT community in Kosovo. STIKK currently accounts for 200+ members, which represents 90% of the whole ICT market of Kosovo.



Vjollca Çavolli Executive Director STIKK - Kosovo ICT Association Over the last few years the overall perception of Kosovo has drastically been impacted for the better and Kosovo as a destination has secured a place in the minds of potential partners/clients for consideration as a reliable outsourcing destination. The change in perception regarding Kosovo is a direct result of the joint stakeholders and ICT community efforts in transforming the industry to fit to the global needs and standards required by some of the most technologically advanced markets.

The opportunities that arose during the "infancy" stage of our industry provided the best chance for the local ICT community to highlight the know-how, dedication, professionalism and passion they possess to major international players, thus earning their trust for future collaborations.

Innovation Centre Kosovo (ICK)

Innovation Centre Kosovo (ICK) is the leading national integrator of innovative businesses and entrepreneurship, aiding the visibility of Kosovo as the future business destination. The mission of ICK is to create new jobs and business prosperity in Kosovo as well as advancing innovative entrepreneurship through the use of ICT & innovation by supporting entrepreneurs, startups and existing businesses oriented towards the future, based on knowledge and new technology. The Centre supports both start-ups and existing companies (SME's) with the potential for growth.

The aim is to vocalize entrepreneurial spirit as a cultural instinct of individuals, companies, government and clusters of the innovative community. Such a purpose helps build a functional ecosystem which thrives and stimulates growth and sustainability. ICK tackles this by focusing on innovation and commercially based business development, with a focus on information and communication technology.



Executive Director Innovation Centre Kosovo

ICK creates new jobs through business creation and maintenance, and through training and connecting young people for job opportunities in the labor market. ICK is a hub for connecting new ideas and technology with human and financial resources to create or expand commercially viable companies that can successfully capitalize on market opportunities, generating sales, trade, local productive capacity and skilled employment.

ICK's main activities encompass business support, skills and development, events and community, coworking space, mentoring & consulting as well as fundraising and matchmaking.

Today ICK is a full member in many renowned international associations such as: European Business Network – EBN, European Alliance for Innovation – EAI, Global Entrepreneurship Network - GEN, International Business Incubation Association- InBIA, and European Business Angel Network-EBAN. In November 2018, ICK signed the joint declaration and now is part of the Startup Europe Western Balkans (WB) network on reinforcing the Tech Entrepreneurship Ecosystems in the Central and Eastern European and Western Balkan Regions. 5 reasons why your company needs outsourcing

HOW TO BENEFIT FROM OUTSOURCING?

5 outsourcing scenarios

With the advancement of technology, outsource has become one of the most strategic tools in the trends of the business-making. Digital approach has now become the popular stream where every business is stepping into the new strategy to build a highly competitive strength. To increase the customers as well as to make the business a supreme, starting digital is the leading way to foster the business.

The extraordinary development of digitization has gained the attention of every entrepreneur who aims to grow his business.



YOU HAVE AN IDEA THAT FITS MARKET NEEDS...

What is the next step?

You have finally come up with the right idea to fulfil your business needs in a specific segment of industry. You're very happy you finally got to this point, but this is just the beginning. The steps you take after this moment are very important and determining whether or not you can develop your project further.

The first step you should take after you have conceived your idea is to find an expert (CTO) and a team who will implement the product. Unfortunately, you may be in a situation where you cannot afford this team in your country because of the cost and time of staff recruitment.

What to do?

At this point, for you as an owner, outsourcing would be the best solution that fulfils your needs. Let's share some reasons why:

- You find a team that is already established- no need for the hiring process.
- The CTO along with his team will help you determine project milestones and technical requirements as well as defining technology as the main thing for scalable products.
- > You get more from less. With your planned budget you can achieve 50% more than in your country.
- Flexible and agile team.

YOU'VE CREATED THE CONCEPT

Now you need to build the MVP super-fast...

Even when you have created the concept of what you will accomplish, you feel the pressure of investors who expect further development on a daily basis such as upgrading the software constantly or getting new features regularly.

The staff you have available as well as internal resources are not enough to meet these expectations. Even in this case, the most appropriate solution comes from outsourcing. Why?

You benefit greatly from this solution because you choose an external team and depending on the needs you determine if you need to extend the outsourced team or the resources you have are sufficient at the moment.

For example, in cases where you are required to upgrade your product constantly and at a specific time, the software company will handle this task and everything will be delivered in a timely manner. Dedicated teams would be the perfect solution for your company.

In this way, you can enjoy your time focusing on your business while leaving the software issue to a trusted company.

YOU NEED ACCESS TO EXPERTS

In a short period of time

During the process of development, you may need to extend your team with developers that have specific skills and mindset. You are developing a web application but you need a team that will develop the same product as a mobile app.

You may need these resources for a short period of time and hiring an internal developer might cost you more because of the contract agreements.

Let's consider this situation. What might be the best solution for your case?

Having a tech partner is the best solution for you. If you are lucky enough to find a trusted and reliable partner who offers you solutions for your tech needs, you're good to go. This will help you find teams and developers faster without an HR process and for different stages (different periods) of your project.

How does it work?

As a company, you should do your own research and find a software company that has the expertise you need.

- Tell them your needs and projects requirements. Ask for solution and expertise.
- Define communication and management tools.
- After you settle your agreement with this software company, you define the scope of work.
- The outsourcing company will join the project and start working.
- You can work with these talents as needed; for a week, a month or more.

Now that you have extended your team and you are in good hands, you can be more focused in finding finances and think about new features that will bring more value to your product.

YOUR BUDGET IS NOT ENOUGH

To hire an experienced development team in your own country

This does not necessarily mean that your company is not functioning properly. This case relates to the situation where your company is a small startup and it is led by a large business.

You are aware that you need experienced developers in order to accomplish your goals but your budget does not afford to hire software developers for an unknown duration. On the other hand, you want to become popular on the market just as some big companies but it is very difficult to gather specialists around you, considering the cost and the duration.

Don't panic, we've got outsourcing to the rescue!

As we have explained in other cases above, outsourcing may be the best solution in this case as well. When you hire a software company with an experienced team, you help your company increase productivity. The best thing is that the cost is much more convenient than hiring people directly and paying for each one. Also, you can agree on the terms and duration of cooperation at different stages and periods.

AS A NON-TECH COMPANY YOU NEED

A software to boost your business and a tech-team to build it

Your business is growing and you are happy with that. Anyway, you see the need to differentiate your company from the others. Digitizing your business is the way to go!

You have ideas on how to grow your business and you think that software is a part of it. You know that hiring people in house costs you a lot, starting from the hiring process and finding the right people.

As you may have heard, there are companies offering IT solutions for companies like yours with the right skills to execute your business needs. Hiring a company that does this for you will give you the opportunity to be more focused in other segments of your business growth.

While you don't need this IT department for a lifetime, your tech partner will help you as much as you need.

This is the way to build and expand your business with low risk and budget.

Summary

- > With the advancement of technology, outsource has become one of the most strategic tools in the trends of the business-making.
- Through outsource- You get more from less. With your planned budget you can achieve 50% more than in your country.
- > Hiring a software company that deals with the software issue gives you the opportunity to be more focused in other segments of your business growth.
- > When you hire a software company with an experienced team, you help your company increase productivity.

Tech events in Kosovo

Striving towards becoming a successful business owner comes with a lot of commitment you should take. One of them is attending tech events. Attending a tech event is one of the fastest ways to boost your business and also another way to stay up to date in the tech world. Just one event or conference can bring a positive turn-around in your business.

Over the years, we as a company have tried to be part of the most popular events in the IT world, giving such an extraordinary advantage and value to such an investment. This has to do with the fact that we consider it a special opportunity to participate in various events where values are promoted and where the opportunity to meet people from the business world is offered. Especially, when you have already selected the location where you will develop outsourcing services.

From our several years of experience we have seen how people from all over the world come together at events organized in Kosovo and this is one of the reasons why Kosovo is becoming one of the most interesting and attractive locations for internationals.

This is because physical distance sometimes does not allow the labour force capacity to be accurately observed. When people come and participate in events organized in Kosovo, they see up close how much potential and capacity there is in Kosovo's youth and the rapid development of technology here.

When they meet people close to them from Kosovo, they notice their open-mindedness and their cooperative approach.

KOSICT Conference

KosICT is an annual, international technology festival organized by the Kosovo ICT Association [STIKK], with the first edition launched in 2012. As a technology festival, KosICT, is enriched by a few different elements including two conference format stages highlighting some of the latest topics and trends in the ICT industry, an innovation fair focusing on some of the most prominent start-ups, a future developers corner emphasizing the skills and know how of the young coders and software developers, and ast but certainly not least, an eSports tournament highlight the talents and promoting the gaming community in Kosovo.

An important purpose of KosICT is the promotion of the ICT sector in Kosovo and the region by highlighting the experiences, case studies and innovative ideas of internationally, regionally and locally renowned speakers who are industry leaders, therefore, offering the participants of the tech festival an incredible opportunity to hear and learn about the latest developments shaping the ICT industry and broaden their networks of partners and clients.

During the previous eight editions of the tech festival , KosICT has hosted over 8000 participants/at tendees from all over the world, who had the opportunity to hear and learn from experienced professionals in the fields like: Digital Transformation, Big Data Analysis & Business Intelligence, Internet of Things, Entrepreneurship, Cloud Services, Artificial Intelligence, Automation of Processes, Open Innovation, Crowd Funding, The Future of Nearshoring / Outsourcing, just to name a few.



ICK Events

The Events Department is a multimedia space dedicated to hosting different types of events with the purpose of networking for different types of projects, in an open, casual and friendly way as ICK is a hub of entrepreneurial and ICT events (local and international) in Kosovo, and actively partners with different organizations and stakeholders in support of its mission.

The mix of activities organized to promote entrepreneurship and innovation ranges from small-scale workshops to public fairs, week-long events, in most cases, cross-contributing to different objectives, themes and sectors in which ICK has been active.

Through its local & international events, ICK has achieved to adopt an entrepreneur-centered approach to its strategies for assisting and attracting young entrepreneurs, ICT professionals, geeks and the community as a whole. Events varied from bringing together entrepreneurs and small business owners to present business ideas, forming startups, or competing and pitching a new idea to a group of experts, to long-length hackathons as well as gaming and social gatherings.

Events organised by ICK:

Startup Weekend, NASA Space Apps, Global Entrepreneurship Week, Fuck Up Nights, Get in the Ring, Startup Innovation Fair, Startup Europe Week, Startup Grind, Digital Girls of the Year, Startup Answers, Startup Social Venture, Equalitech, Kosovo Open Data, Junior Geeks Science and Tech Camp, Slush Global Impact Accelerator, Smart Film Awards, Hack the Crisis, Elevator Lab, Cyber Defense Week, Capture the Flag Hackathon, etc.

Events organised by STIKK:

KosICT, Bridge Initiative, EEN Enterprise Europe Network, EYE Erasmus for Young Entrepreneurs, STIKK Talks.





























How do internationals find tech events in Kosovo?

here, people are so open and so lovely!



Goran Kelemen Business Consultant



Lena Kyropoulus Journalist

First of all I am happy to be here because in this kind of environment you get inspired from all the positive vibes that you get. I had completely wrong perceptions about Kosovo, and I came here and I see a boost of growth, of happy faces! It's an honour to be here because you see how thirsty these young people are to know and collaborate better. It's a privilege to be here and to meet all of these people!

When you google about Kosovo it's not that you get positive information and news, it's a mindset- they first put bad things about a country rather than the good ones. But when people come here to visit, this totally changes. They are impressed by this country and they even consider living here. It is so nice in



Prof. Dr. Rolf Becker University of Applied Science "Rhein-Waal"

It's the first time for me to be in Kosovo and I am super surprised. My visit here changed my perceptions completely. For me it is a discovery, it's quite a journey and I am very delighted with all the bright minds in here. The population is very young and very ambitious, very creative, very professional and also very well connected and I've seen high quality of software products and great ideas. I really admire the creativity power of Kosovo!



Christiane Amini International Business Consultant

I am positively surprised about this fresh and young energy I found here and about the knowledge and well-educated people in here. Also, I am surprised about the curiosity of people here to develop and to learn more. This is not what you expect in Germany for example, we have a totally different view and we are still in the old view from years ago, when Kosovo was very poor and in bad condition. I am happy to bring such positive information to Germany and share this great experience I had in Kosovo!

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Special thanks to our friends and collaborators



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KUTIA IS YOUR TECH PARTNER

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