



## CompTIA AUTHORIZED **PARTNER SPOTLIGHT**

### How Boer Technology is Upskilling Youth in Indonesia with the IT Skills that Matter Most to Employers

#### WHO?

Boer Technology (Btech) in Bogor, Indonesia – an IT training and managed services provider for the Asia-Pacific (APAC) region. Their customers include governments, start-ups, universities and corporate entities, with a strong focus on clients in Indonesia, Singapore and Vietnam.

#### WHAT?

In 2020 Btech partnered with CompTIA and InfraDigital Foundation– a non-profit organization that aims to improve the quality of education in Indonesia by improving operational management, curriculum, educators and facilities to produce high-quality graduates. Together, they created and launched the Cyber Security Training (CST) program.

#### WHY?

The program's goals were to ensure continuous learning and collaboration supporting Indonesia's talent- and capacity-building work in the IT and cybersecurity space.

## Regional IT Context – Spotlight on Indonesia

Indonesia, the fourth most populous country in the world, has experienced rapid digital acceleration, yet deals with several related challenges. In 2022, for example, Indonesia was ranked 60th out of 63 countries in the IMD World Digital Knowledge [index](#), pointing to ample room for growth in the overall digital fluency of its citizens. Indonesia is also among the top ten nations globally where cyberattacks originate, highlighting the need for a stronger cybersecurity baseline to protect individuals and businesses.

“The problem in Indonesia has been the number of cybersecurity breaches that happen here,” explained Btech’s vice president of tech talent delivery, Saputro Aryulianto. “We believe a solution to cybercriminal activity is to provide a strong training foundation to the many people who are interested in IT and get them into good jobs,” he said.

Btech’s leaders understood from experience that many of the IT skills young Indonesian people were learning in school and even higher education still needed to be supplemented with hands-on learning and approaches that are often best learned on-the-job. In addition, graduates from vocational high schools with an IT focus are often unemployed, making training and upskilling even more important.

“In Indonesia, we have a lot of people who graduate from university, but in the IT sector, the university degree is not nearly enough,” Aryulianto explained. “They really need more hands-on skills and a more proven kind of certification after they graduate to get a good job.”

With the need clearly defined, the Btech team built a solution that could give Indonesian talent the right mix of skills to become highly employable – the Cyber Security Training (CST) program, supported by the Mastercard Center for Inclusive Growth.



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- Saputro Aryulianto  
Vice President of Tech  
Talent Delivery, Btech

## Coming Together to Create Shared Success

Btech opted to work with CompTIA to build a solution with Linux competency at its core, and one that addressed all the IT foundational knowledge a new hire would need. Their choice was based on the understanding that the vendor-neutrality and industry recognition of CompTIA learning materials and certifications would serve them – and their students – well.

“The benefit of CompTIA's vendor neutrality is that the student isn't locked into a specific product or way of doing things,” Aryulianto shared. “If you have a skills foundation that's truly vendor-neutral, you can use any product in any workplace.”

They also appreciated that CompTIA Linux+ is the only job-focused Linux certification that covers the most up-to-date skills needed by employers, including securing the enterprise, keeping systems running and powering the cloud.

“For any job in IT, we really think Linux is the most important skill a student could have. In every scenario, most people in IT here are using Linux every day, in the cloud and so on,” he said.

For delivery, Btech chose to implement a bootcamp-style model, in which students ages 16-24 complete five months of in-person training at one of the Btech training locations on Java Island. There, students meet twice a week for four hours each session, and work on both IT theory and hands-on assignments. The program design ensures that both hard IT skills and employability skills are addressed.

“We make sure students also build professional development skills that will support their career needs,” said Aryulianto. “Communication and public speaking, for example. We deliver that training in person, and they come to the classroom to learn with the CompTIA materials.”

Students who complete the CST program and successfully pass their assessments earn more than just general employability; they earn highly sought-after and specific industry credentials, including CompTIA Network+, CompTIA Linux+, CompTIA Security+, CompTIA CySA+, and CompTIA PenTest+.

## An Ambitious Program with Strong Results

By 2022, more than 6,158 students from across Indonesia participated in the CST program. Clearly, due to the rigour of any high-quality IT program, not all who enroll will succeed. Nonetheless, as a testament to the impact of the program, 2,432 CST students were given the opportunity to take CompTIA certification exams from 2020 to 2022. These numbers represent a new pool of certified and highly employable individuals who now have what it takes to enter and succeed in the world of IT, each one changing the IT landscape in Indonesia for the better.

“We knew we could create a great foundation this way that would build holistic talent,” Aryulianto explained. “Even at Btech, we now have more than ten people working for us who graduated from this program.”

As for where digital growth is heading? Aryulianto believes that in a country of Indonesia’s population, there’s no upper limit to how many people can become valued members of the tech workforce.

“If our numbers keep increasing, we will be happy,” he said. “For many of these people, it was their dream to work in the industry, and now they do.”

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Sources:

1. IMD World Digital Competitiveness Ranking 2022.

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