



**ENTERPRISE
CAYMAN**

by Cayman Enterprise City

A Workforce Development Initiative



**Connecting Caymanians With
Innovative Opportunities.**



Introduction

Throughout 2021, Enterprise Cayman, the workforce development initiative of Cayman Enterprise City (CEC), has strived to work towards its core objectives in serving the community by promoting employability in affiliation with the goals of the Cayman Islands Government. Each year, Enterprise Cayman is promoted by CEC Special Economic Zones' (SEZ) clients, enabling hundreds of global companies to support the initiatives of Caymanians in pursuing zone-related careers – a key objective of CEC since 2012.

This report focuses on Enterprise Cayman achievements and strategies for the 2021 period.

Enterprise Cayman is a non-profit workforce development initiative by Cayman Enterprise City in partnership with Cayman Islands' special economic zone companies.

Core aims of Enterprise Cayman

1. To raise local awareness of and interest in Science, Technology, Engineering, and Mathematics careers.
2. To create a space for Caymanians and residents of the Cayman Islands to develop, collaborate, and take advantage of an ever-diversifying and developing economy.
3. To ensure that the next generation has the tools and knowledge to thrive within the world's fastest-growing job market.

"As a Cayman-bred project, Enterprise Cayman is a remarkable affirmation of the immense value CEC has to offer in the global marketplace and their unlimited capacity as Caymanians to put their own ingenuity in service to creating a better future." - Marla Dukharan, Global Economist.



Overview

Enterprise Cayman has responded to the growing demand for upskilling Cayman's workforce, for reskilling those wishing to pursue technology-driven careers, for supporting those who wish to secure available opportunities within Cayman's SEZs, and for raising awareness of new career possibilities that are now becoming increasingly available to the next generation of Caymanians.

Enterprise Cayman has done this through the below offerings:

- 10** Scholarships
- 25** Recruitment Opportunities
- 6** Higher Education Programmes
- 13** Public & Private Support Programmes





Scholarships

In partnership with SEZ members, Enterprise Cayman was able to offer five UCCI student scholarships in the fields of Cybersecurity, Software Programming, and Digital Marketing. Discussions were also held on developing a partnership agreement with UCCI that would include a minimum annual scholarship donation of USD 10,000 from Enterprise Cayman, among other support and services. The full 2021 scholarship list can be found below:

- UCCI Technology Scholarships
- Cayman Islands Digital Economy Conference Sponsorship (CYDEC)
- Code Education Fund
- CIMPA Student Sponsorship
- Launch Labs
- Business Design Competition

If you are a student looking to apply to any of the above we encourage you to get in touch! Contact details can be found at the end of this report.



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Today, while attending the CYDEC 2021 conference, questions have finally been answered. Cayman's technological plans of implementing cryptocurrencies to new identification methods have shown Cayman's desire to adapt and innovate new technological developments.

As a young Caymanian studying IT, this has been amazing to learn. The opportunities in the future are currently in development, with many more to come!

I would like to thank Cayman Enterprise City and Bianca Mora for giving me this incredible opportunity.”

**Heather Whittaker, young Caymanian
who attended CYDEC courtesy of
Enterprise Cayman**



Recruitment Opportunities

Enterprise Cayman works with several private organisations to increase the employment percentage of Caymanians within CEC's SEZs.

Internship Programme

A series of opportunities set to introduce young Caymanians to the diverse array of opportunities within the CEC's SEZs. Significant interest in the programme was sparked by continual radio advertisements and social media marketing. Despite the pandemic, over 20 individuals were matched to 2-3 month internship placements for the internship program by June 2021. Many interns have since found full-time job placements within the SEZ, with some companies such as Brave Software International SEZC taking on multiple interns at once and going on to hire them directly.

Mentorship Programme

In 2021, Enterprise Cayman was proud to partner with the Cayman Islands Chamber of Commerce (CICC) to pair a nominated student with the special economic zone community to increase their learning opportunities and provide career and technical support, brightening their future career path. The student learned about the companies within the SEZ and acquired tech skills and tips on preparing for their chosen career path.

"There is excellent, hardworking young talent in the Cayman Islands. We've grown our on-Island presence by 130%, and we're proud at Brave Software to help foster a tech community in the Cayman Islands from the ground up."

– Ryan Watson, Vice President of IT at Brave Software International SEZC





Summer Networking Event

60 students who applied to the Internship Programme were invited to attend an annual Networking Event in July 2021. The event provides students with the opportunity to meet a plethora of innovative SEZ entrepreneurs and business leaders from Cayman and around the globe. A unique space offering young talented individuals to practice their networking skills among CEC's wide-reaching global network. During the event, SEZ members spoke to students about their industry, what they are working on and what a career path within their respective industries looks like.

Fin Talks (New Programme)

In April 2021, CEC launched a networking event on finance. The new series of financial sector discussions titled "Fin Talks", focuses on market research and industry trends with subjects such as investments, liquidity and virtual assets. The live series of discussions were held regularly and created a new avenue for networking opportunities, helping build a stronger business and financial services community.





Tech Talks

Initiated back in 2019 and still going strong, CEC produces a series of monthly “Tech Talks” discussions open to members of the public. In partnership with the Non-Profit Organisation Digital Cayman, the series of discussions sets out to initiate knowledge-sharing, tackle hard questions, examine industry trends, and foster a vibrant technology ecosystem. The ongoing discussions create a dynamic avenue for networking opportunities, helping connect Caymanian job seekers with industry experts and careers opportunities at the CEC SEZs. In October 2021, CEC held a Tech Talks discussion on Tertiary Tech Education & The Cayman Islands. The discussion, led by Dr Stacy McAfee, former President and CEO of UCCI, explored strategies to support a vibrant tech-focused workforce and ecosystem in the Cayman Islands. UCCI obtained valuable feedback from over 30 industry experts and tech sector professionals.

Cayman Current (New Programme)

Enterprise Cayman sponsored Cayman Current’s in-depth multimedia journalism project on TVET and STEM education. This project will help connect a wider audience in Cayman to the various tech opportunities, workshops, careers, and scholarships available on the island. Over time, this will assist Caymanians in finding the support paths and networks they need to work towards a tech-focused career.



Online Jobs Portal

CEC widely promotes an online Jobs Portal to CEC community members and Caymanians seeking employment within CEC's SEZs. The jobs Portal and individual vacancies are shared in the CEC newsletter, which is sent to over 6,593 contacts and on CEC's social media pages, including Facebook, Twitter, LinkedIn, and Instagram.

Job vacancies are also shared with local organisations such as WORC, UCCI, and ICCI, who assist by distributing vacancies to their networks and with specific industry groups where relevant.

WORC Partnership

Enterprise Cayman works closely with WORC to develop programming based on the SEZs' labour market needs. Throughout 2021, Enterprise Cayman and WORC have hosted a number of partnership programmes and online workshops to promote opportunities within Enterprise Cayman's SEZs and support the training and advancement of Caymanians. Enterprise Cayman also invites WORC to Enterprise Cayman networking events so that they can speak directly with professionals working in Enterprise Cayman's SEZs, discuss opportunities for programme development, and learn where additional training support is required.





Global Job Fair (New Programme)

Cayman Code Academy took part in an online careers and networking event hosted by our partners, Code Fellows. Enterprise Cayman advertised its Cayman Code Academy and talked about coding career opportunities in Cayman to students in the Caribbean and beyond.

Workshops (New Programme)

Inspired by design methodologies used in the computer game industry, Enterprise Cayman delivered a Game Design Workshop to teach students how to design and make board games. Working with students who were unable to secure a place at the STEM Summer Camp, 20 students quickly registered and were soon working in teams to design and build their own board games. Other workshops included; Drone Building Workshop, Code Workshop and two very popular 3D Printing Workshops.



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With the increase in technology use around the world, we need to ensure that our young Caymanians are equipped to compete globally.

These hands-on workshops will give students the skills and knowledge they need to stay relevant in the technology field.

3-D printing and virtual reality are fun, exciting technologies that our students can enjoy.

More importantly, they are technologies that can be used to assist in learning new skills, and their application in various fields will allow our students to expand on their creative possibilities.”

**Antoinette Gayle, Assistant Professor
at UCCI**



Higher Education Programmes

Enterprise Cayman has established higher education programmes in the SEZs, designed to provide Caymanians with the skills and expertise to secure employment. These programmes include.

UCCI STEM Partnership Programme

A proud partner since 2012, CEC has been working with UCCI through the Enterprise Cayman initiative to advance STEM education through the annual STEM Carib Conference, the UCCI STEM Summer Camp, and the STEM Ambassador programme. Enterprise Cayman partnered with CISCO and UCCI on the CISCO STEM Summit for girls aged 13–17 interested in STEM-related careers and CISCO's Women Rock-IT program.

Enterprise Cayman was proud to sponsor the UCCI STEM Summer Camp, and along with a financial donation towards the event, we hosted an interactive panel consisting of SEZ professionals who answered students' questions ranging from technical queries to career guidance. The camp provided a week-long adventure exploring science, technology, engineering, and mathematics. With activities such as computing, drones, virtual reality, microbiology, mathematics, astronomy, environmental science, vlogging, photography, physics, chemistry, and robotics, this marks the fifth year in a row that Enterprise Cayman has sponsored this initiative.



Maker Space

A creative space for CEC members and the wider Cayman Islands community in partnership with UCCI has been initiated by Enterprise Cayman for permanent inclusion in a dedicated space in our upcoming CEC campus development. This Maker Space will be a hub to develop prototypes and new technology. It aims to provide a welcoming environment to “make things” while building a community and culture of innovators and entrepreneurs.

The new space will be designed for knowledge-sharing and collaboration. Its programming will include workshops for students of all ages and adults. In 2020, CEC initiated a series of pilot projects to test feasibility and interest. Equipment including virtual reality (VR) and augmented reality (AR) equipment, workstations, high-powered computers, and a 3D printer were acquired and tested.



UCCI & ICCI Student & Faculty Presentations

CEC regularly supports UCCI and ICCI by supplying event speakers and special lecturers from CEC’s SEZs to speak with students and faculty. The SEZ members share industry insights and years of experience to inspire the next generation to pursue innovative tech jobs. In October 2021, Enterprise Cayman was invited to deliver a presentation to the Student Life group at UCCI. Here, Enterprise Cayman spoke on the role of CEC and its partners in the Cayman Islands.



Cayman Code Academy

CCA is delivered as a professionally led code education that will guide participants from all backgrounds to change their lives through career-focused education. CCA is powered by the internationally recognised code institution, Code Fellows, in partnership with CEC. The programme shapes passionate coders with immersive training to meet industry needs and improve diversity in Cayman's tech sector. In every course, students will access hands-on development experience, work in teams, and build professional portfolios, which will assist them in securing quality jobs within the sector after course completion.

Through the Enterprise Cayman initiative, CEC actively connects CCA participants and alumni with job opportunities within the CEC SEZ, Cayman Tech City. Additionally, CEC helps connect UCCI with guest instructors, teaching assistants, and volunteers who work directly within Cayman Tech City, which will ultimately further expand engagement and support opportunities for Caymanians to secure career opportunities with the SEZs.

CCA offers courses beginning at the introductory level all the way up to advanced software development and professional development programmes. In addition to software development, CCA also offers a cybersecurity programme that features professional cybersecurity instructors from global tech firms, including Amazon, Microsoft and Google, making even more career development opportunities accessible to Caymanians.

Graduates who complete the full year part-time programmes will be at the necessary level to contribute to the culture and goals of the international tech companies they join.

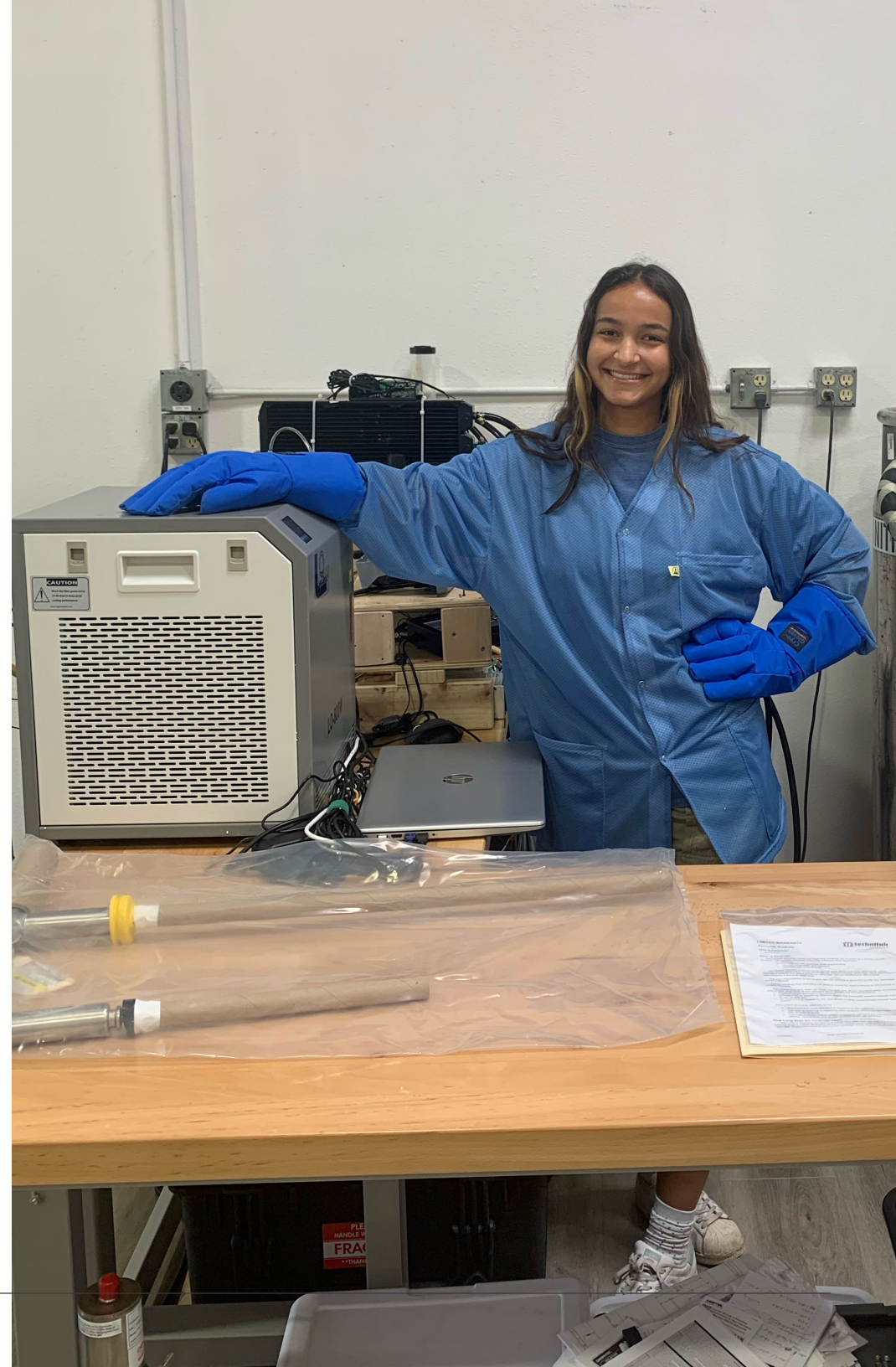


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As the parent of a young Caymanian woman pursuing a career in aerospace engineering, I am beyond grateful to CEC and West Coast Solutions for providing life-changing internships young people. I cannot overstate the importance of internships for university students pursuing careers in engineering and other science and technology fields.

CEC went the extra mile to introduce Marissa to West Coast Solutions in California. I think that is a wonderful illustration of CEC's commitment to the professional development of young Caymanians.”

Sheree Harrison, parent of Marissa Harrison (Intern)



Public and Private Support Programmes

Enterprise Cayman partners with a number of both private and public institutions to achieve support for its efforts to execute strategies and plans to promote training, employment and advancement of Caymanians in the SEZs.

Enterprise Cayman School Programme

CEC has been an active exhibitor at various Cayman Islands job fairs, regularly presents at career-related events, and works directly with educators to inform students across the Cayman Islands about career opportunities and the wide variety of creative technology-driven jobs available within CEC's SEZs.

In addition, as part of the Enterprise Cayman schools programme, CEC staff and select SEZ clients visit private and public high schools, including Cayman Islands Further Education Centre (CIFEC), Clifton Hunter High School (CHHS), John Grey High School (JGHS), and Layman E. Scott High School (LSHS) in Cayman Brac, on an annual basis. CEC staff also work closely with UCCI and ICCI to raise awareness and promote the training and advancement of Caymanians in the SEZs.

Career Expo

Enterprise Cayman attended the 2021 Careers Expo which welcomed over 1,000 students and school leaders to UCCI. Members at the Enterprise Cayman booth talked about the various initiatives available for Caymanians who wish to upskill and pursue technology-driven careers within CEC's SEZs. These include internship, mentorship, and work placement programmes along with the Cayman Code Academy, #TechTalks, and most recently, the Cayman Islands Business Design Competition.

CEC staff regularly work with educators from private, public, and further education institutions to distribute information (emails, flyers and links) regarding upcoming Enterprise Cayman opportunities.



Gamers Bay Sponsorship (New Programme)

In March 2022, Enterprise Cayman was a major sponsor and had a booth during the two-day Gamers Bay event. Gamers Bay is a video gaming tournament that showcases Cayman's online gaming enthusiasts.

The event hosts competitions and virtual experiences as well as the games themselves. Enterprise Cayman leveraged this enthusiasm to encourage careers in game and software development.

Launch Labs

Provides a springboard for seed and pre-seed startups to test and launch new ideas. Winners from the Business Design Competition have been offered support through the Launch Labs initiative. Additionally, several of the 2020 entrants are receiving support through this programme. Through Launch Labs, successful startups can unlock opportunities to develop, test, and modify their innovations in collaboration with top executives and world-leading financial institutions from CEC's comprehensive and innovative ecosystem.



Monthly Radio Cayman Interviews

Appearances highlight key career opportunities and feature prominent industry leaders and STEM initiatives. These interviews allowed Enterprise Cayman to reach a wide audience in the Cayman Islands and tell listeners about the upcoming opportunities.





Digital Cayman

Enterprise Cayman has partnered with Digital Cayman and hosted an AGM in October 2021 as the body's founding sponsor and partner. Digital Cayman aims to push Cayman globally for international tech companies and improve digital transformation in the Cayman Islands. A five-year founding sponsorship commitment exists between Digital Cayman and Enterprise Cayman/CEC, valued at \$250,000, which has enabled greater reach and will ensure the initiative's longevity. This, of course, has also enabled the accessibility of initiatives to partners, including schools, UCCI, and ICCL, and increased the opportunities for the future of Caymanians through projects otherwise not available on the Cayman Islands.

The initiative aims to support the development of Cayman as a global technology hub, and with the support of CEC, it will aim to inform CIG policymakers and provide an expert voice for the digital sector, including digital entrepreneurs and those looking to establish and/or grow a digital business in the Cayman Islands.





NFT Auction (New Programme)

A first of its kind in the Cayman Islands, Cayman Tech City, Digital Cayman, and the Blockchain Association of the Cayman Islands (BACI) teamed up to produce an NFT Art Auction and industry networking event. Cayman's first NFT art auction was held Thursday, 15 July 2021, at the National Gallery of the Cayman Islands (NGCI) and welcomed close to 100 guests eager to learn more about NFT technology and bid on celebrated works by Shane Aquârt "Dready".

Shane Aquârt has a well-known whimsical digital graphic style influenced by his rich mix of cultural experiences.

"When Kaitlyn Elphinstone at Cayman Enterprise City asked me to be part of the NFT auction, it seemed a natural fit. NFTs are all about digital, and I work digitally ... so as an avenue to explore, it seemed a solid fit." – Shane Aquârt





The Cayman Islands Business Design Competition (New Programme)

In December 2020, Enterprise Cayman announced the Cayman Islands Business Design Competition, which concluded in March 2021, with local entrepreneurial startup, Bizhub, winning project of the year. Bizhub's team, Kirk Douglas, Valery Davis, and Danner Taylor Nelson, focused on a marketplace app for mobile car wash services in Cayman with the potential scope of offering their platform to other service industries in the Cayman Islands. At the time of writing this report, Bizhub is prototyping its product with clients and service providers, with a full launch planned in 2022. During this period, Enterprise Cayman continues to offer the team support and facilities to help them launch successfully.

"The programme has been designed to provide an engaging platform where innovators can connect and access professional support networks while offering a welcoming business environment that fosters new and creative business ideas," "We're looking forward to seeing how these projects evolve and watching competitors present their final projects to the judges. Think of a Cayman style "Shark Tank". It's going to be exciting to attend." – Kaitlyn Elphinstone, Chief Marketing Officer, Cayman Enterprise City.





Green Room (New Programme)

CEC has created Cayman Islands' only floor-to-wall green room for use by Special Economic Zone members and the wider Cayman community. In partnership with Silver Palm Studios, the new green room offers creative space for innovative and creative media content. Dr Ivan Ebanks of Silver Palm Studios and frequent partner on Enterprise Cayman initiatives also teaches students at UCCI media studies and has helped UCCI develop their own green room project for student films. In addition to his work with Silver Palm Studios, Dr Ivan Ebanks lectures in Business and Finance at UCCI.

“Having accessible and quality STEM education in the Cayman Islands is fundamental to developing a flourishing innovation ecosystem authentically tied to Cayman’s people and our developing tech sector. We are proud sponsors and avid supporters of UCCI’s STEM and innovation-focused programming. The UCCI mission aligns perfectly with our Enterprise Cayman strategy of developing a vibrant knowledge, innovation, science, media, and technology workforce right here in the Cayman Islands.” – Charlie Kirkconnell, CEO of Cayman Enterprise City and Director of Enterprise Cayman



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We are so grateful that we got to participate in the first-ever CEC business competition and that we got chosen as the business of the year. It is truly amazing to see that the CEC is helping upcoming entrepreneurs like us in the community.

The support that we got from advisors of the CEC team and our fellow competitors was very helpful and encouraging. We are more excited than ever and ready to make our business idea become a reality.”

Valery Davis from BizHub, who took home the “Project of the Year” Award



How to Get Involved

1) **Become an Enterprise Cayman Corporate Sponsor.** Ask us about corporate membership opportunities! We'll send you the details and set up a time to meet and discuss how we can work together to make the Cayman Islands a world-leading space for innovation.

2) **Support the Cayman Code Academy** by becoming a course instructor, teaching assistant, or mentor to students who are training to become software developers. For more information about the Cayman Code Academy visit www.caymancodeacademy.com.

3) **Host a UniTalks or Workshop.** Inspire young minds with your professional passion. Let us know about a workshop or talk that you would like to host and we'll take care of the details. Previous Enterprise Cayman events include drone building, 3D printing, game design. Let us know your topic and we'll see what we can arrange.

4) **Take on an intern.** Looking to take on local talent with skills and experience relevant to your industry? Not only would you be helping to develop Caymans workforce but you could also find a potential future hire. We'll assist with the admin and help to find potential candidates.

5) **Mentor a graduate.** If you might not have the time to take on an intern, consider mentoring a recent graduate or UCCI/ICCI student. Setting aside an hour or two each month to mentor a recent graduate can make a big impact on someone's career.

For more information contact - innovate@enterprisecayman.ky





Conclusion

“Recognising the talent and diversity in Caymanian students, Enterprise Cayman has sought to celebrate the opportunities on the island for young individuals to grow and develop in their world of work.

In order to increase the employability and confidence of students, a number of initiatives have taken place over 2021.

From the internship and mentorship projects to increase interest and experience in sharing knowledge from companies within the SEZ to providing financial support for those seeking higher education, Enterprise Cayman has taken steps to provide a comprehensive service despite challenges faced by the ongoing COVID-19 pandemic.”

– Peter Reilly, VP of Public Engagement and Technology at Enterprise Cayman





**Helping to develop a
home-grown
technology-driven
workforce**



**CAYMAN
ENTERPRISE
CITY**

Special Economic Zones

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