

2020

REPORT



ENTERPRISE CAYMAN

CAYMAN ENTERPRISE CITY CAREER DEVELOPMENT BUREAU



**ENTERPRISE
CAYMAN**
Connecting Caymanians with Opportunities
Cayman Enterprise City



**CAYMAN
ENTERPRISE
CITY**
Special Economic Zones

Introduction

Cayman Enterprise City (CEC) through the workforce development initiative, [Enterprise Cayman](#), has made a significant socioeconomic impact in connection with the organisation's mission of building a globally significant knowledge-and technology-focused hub right here in the Cayman Islands. Over 250 global businesses have established a genuine physical presence in Cayman with CEC, and CEC's growth means an increasing number of new creative career opportunities that many young Caymanians previously had to leave Cayman to pursue.

We are delighted to report that the special economic zones (SEZs) development project by [CEC currently ranks fifth amongst the 'Top 10 Global Free Zones' and first in the Americas](#). The global recognition by fDi Intelligence, a division of the Financial Times places CEC amongst the leading free zones in the UAE, China, and the Americas, and marks a significant achievement for CEC and the Cayman Islands.

In January 2020, just a few short months before the onset of the COVID-19 pandemic, we recognised the significance and value of furthering the development of Cayman's flourishing digital economy and signed onto a five-year strategic partnership with [Digital Cayman](#) valued at \$250K. Our commitment has enabled the launch of the non-for-profit industry body and will ultimately ensure the initiative's longevity and meaningful impact on the Cayman Islands' wider economy.

Innovation thrives during difficult times and throughout 2020 we stepped up to the challenge brought on by the COVID-19 pandemic by offering dynamic, forward-thinking opportunities such as remote mentorship placements and regular online training experiences for Caymanians and residents alike. We've produced engaging online panel discussions, we've launched a code education fund, we've created new virtual opportunities in tech, and even brought our community together to help provide parents with technical support while classes moved online during lockdown.

We truly understand and fully endorse the benefits of digital careers in a post pandemic environment – digital careers offer a wide range of options, are naturally flexible, and are intrinsically in constant evolution. We're thrilled to be able to offer new, exciting, and meaningful opportunities within Cayman's largest tech hub, [Cayman Tech City](#) by CEC, as well as offer some truly engaging programming through our Enterprise Cayman workforce development initiative.

We have included all of the above and information below to illustrate that there is a vibrant, forward-thinking and proactive knowledge- and technology-focused community established in the Cayman Islands and that CEC plays a central role in promoting and further developing an inclusive business environment where innovation thrives.



Charlie Kirkconnell
Chief Executive Officer, Cayman Enterprise City

Overview

This report focuses on CEC's achievements, strategies, resolutions, and subsequent objectives in relation to Schedule Three of the Amended and Restated Definitive Agreement and reports on activities which occurred during 2020 calendar year.

SCHEDULE THREE | SECTION ONE

The parties have established a careers development bureau known as Enterprise Cayman 'CCDB' that reviews and aids the training, employment and advancement of Caymanians in the Special Economic Zones. CCDB will comprise up to two representatives from Government and up to three proposed by the Developer.

Enterprise Cayman (also referred to as 'CCDB' in this document), is a workforce development bureau and partnerships between CEC and the Cayman Islands Government (CIG) that was established in 2012. The Enterprise Cayman initiative has been predominantly led by CEC representatives and employees alongside partnerships with governmental entities including the [Workforce Opportunities & Residency Cayman \(WORC\)](#), the [Cayman Islands Centre for Business Development](#), and Statutory Authorities including the [University College of the Cayman Islands \(UCCI\)](#). Private sector agencies, such as [NOVA Recruitment](#), have also been invited to advise and assist with training initiatives, programme development, and support CEC's efforts to aid in the employment and advancement of Caymanians within the CEC special economic zones (SEZs).

Strategic plans and objectives for the Enterprise Cayman initiative have been developed by CEC management based on feedback received directly from SEZ members, governmental departments, educators, recruitment professionals, and industry leaders. The initiative's primary focus has been to help young Caymanians, including those who wish to re-tool for a career change, acquire the skills they need to fill the jobs that are being created within Cayman's three SEZs – [Cayman Tech City](#), [Cayman Commodities & Derivatives City](#), and [Cayman Maritime & Aviation City](#).

Other goals include raising local awareness of and interest in Science, Technology, Engineering and Maths (STEM) careers and, in partnership with WORC and NOVA, helping students and recent graduates acquire resume writing skills, job interview techniques, and networking skills needed to pursue knowledge-base and technology-driven careers. Additionally, Enterprise Cayman offers an ongoing internship program for youth ages 18 to 25, organises work placements for individuals over 25 years, promotes an online jobs portal, presents SEZ opportunities to school groups, and facilitates coding and tech related workshops.

In 2020, the CEC team successfully responded to our changing economic environment caused by the COVID-19 pandemic. At the onset of the pandemic, we swiftly pivoted programming to offer online workshops, mentorships and programming while focusing on reskilling those impacted by COVID-19 and wishing to pursue technology-driven careers available within CEC's SEZs. Through CEC marketing channels we placed an emphasis on raising awareness of new career possibilities that are now becoming increasingly available in CEC's SEZs to the next generation of Caymanians.

Scholarships

OBLIGATION I) *Agree mechanisms to introduce scholarships for Caymanians seeking higher education in the Special Economic Zones.*

In 2020, CEC supported Caymanian students through a variety of sponsored educational opportunities. Although many conferences and scholarship opportunities we're postponed or cancelled due to the COVID-19 pandemic, CEC was able to launch a Code Education Fund and announced a \$10,000 cash prize for the winner of the Cayman Islands Business Design Competition, a new initiative to support Cayman's rising entrepreneurs. Additionally, CEC provided financial assistance for students and recent graduates to attend the Cayman Islands Marketing Professionals Association (CIMPA) Conference as well as the Cayman Islands Digital Economy Conference (CYDEC) Conference.

CODE EDUCATION FUND

To assist those impacted by the coronavirus pandemic, [CEC has created a need-based financial assistance fund](#), designed specifically to help support interested Caymanians cover the cost of [Code Fellows](#) tuition. Over 25 students applied to the code education fund during its first week of operations. The programme offers expert-led online software development courses to help jobseekers gain valuable remote technology work skills. Founded in 2013, the Seattle-based academy, Code Fellows, has helped over 1,158 students find rewarding new careers, with a median salary of USD \$72,500.00 per year for the 93% of graduates who are working in-field.

“At Code Fellows, we believe that coding isn’t just for the elite, it’s for all of us and classes cater to all levels in the programming industry. We’re excited to help change the lives of Caymanians through the power of technical education and our proven curriculum. This will undoubtedly lead to stronger businesses, a more talented workforce, and a stronger Cayman Islands economy.” – Mitchell Robertson, VP of Code Fellows who visited the Cayman Island during the introductory courses in October 2019

Please see additional details regarding code education under **SECTION TWO, OBLIGATION VI.**

CIMPA CONFERENCE SCHOLARSHIP

Each year CEC sponsors a Caymanian marketing student to attend the annual CIMPA Conference. This sponsorship includes the student's ticket into a two-day event as well as a meet and greet with event speakers. In 2020 CEC sponsored aspiring Caymanian marketer Ellyssa Powell to attend the CIMPA conference titled “Think Challenger”. Ellyssa was able to meet some of the event speakers, network with Cayman's marketing professionals and learn about new industry trends. In 2020, Ellyssa completed an internship placement with CRO:NYX Digital a special economic zone company within Tech City Cayman Islands earlier this year. The work experience focused on Digital Marketing for various global companies. For more information on the Enterprise Cayman Internship Programme please see **SECTION TWO, OBLIGATION III.**

CYDEC CONFERENCE SCHOLARSHIP

Ten students were invited from the Enterprise Cayman initiative to attend Cayman's leading conference of technology advancements, which, in partnership with CEC, was held online in 2020. Each year the conference brings together global and local experts to showcase cutting edge ideas and applied technological advancements for forward thinking leaders in both the private and public sectors. In 2020 the conference explored fresh, relevant topics such as payment systems, digital innovation, the progress of AI, big data, and the effects of COVID-19 on cybersecurity. The 10 students who express an interest in careers in technology were awarded a financial grant to virtually attend the conference.

FINANCIAL & GRANT ASSISTANCE FOR ENTREPRENEURS

In 2020, CEC created two new initiatives aimed at supporting Caymanian entrepreneurs with the resources and networks to launch new business ventures. Please see below **SECTION TWO, OBLIGATION IX** for more details on the new initiatives called "Launch Labs" and "The Cayman Islands Business Design Competition". In addition to these new initiatives CEC offers grants to Caymanians towards corporate office space and setup should their project qualify to become licensed through CEC's SEZs.

Higher Education Programmes

OBLIGATION II) *Establish higher education programmes in the Special Economic Zones, designed to provide Caymanians with the skills and expertise to secure employment in a variety of businesses in the Special Economic Zones.*

While demand grows to meet the need for CEC to establish higher education programmes in the SEZ "Academic Park", CEC has developed close working relationships with both the International College of the Cayman Islands (ICCI) and the University College of the Cayman Islands (UCCI) to develop higher education programming as part of the Enterprise Cayman initiative.

ICCI CAREER READINESS & ADVANCEMENT FORUM

CEC regularly presents to ICCI student to raise awareness of the growing number of career opportunities available within CEC's SEZs. CEC is in constant contact with the ICCI Director of Student Support and Career Services and regularly connects SEZ members who seek to match qualified graduates with SEZ job openings.

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. This knowledge-transfer provides Caymanians with additional skills and expertise to secure employment in a variety of businesses in the SEZs and introduces business professionals to students and job seekers.

UCCI STEM PARTNERSHIP PROGRAMMES

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.

In August 2020, UCCI alongside Cayman Enterprise City hosted an in-person STEM Summer Camp. The camp provided a weeklong adventure exploring science, technology, engineering and math. Campers, aged 10-14, engaged in such activities as computing, drones, virtual reality, microbiology, mathematics, astronomy, environmental science, vlogging, photography, physics, chemistry and robotics. CEC is proud to be the leading sponsor for the fourth year in a row and will continue to host STEM leading initiatives to help spark the interests of young Caymanians in STEM-related career opportunities.

“Having CEC as the main sponsor of UCCI’s STEM camp is an incredible partnership. We have been working with them since the inception of the STEM Carib Conference in 2012. CEC’s generosity and enthusiasm allows us to continue to offer this amazing learning experience to Cayman families. With their continued support, it enables us to produce unique curriculum at an affordable cost.” – Antoinette Gayle, Assistant Professor at UCCI

“We truly appreciate CEC’s continued sponsorship of UCCI STEM summer camps. This sponsorship allows us to provide aspiring scientists, inventors, mathematicians, engineers and others with the opportunity to find their passions. Through this camp we look forward to providing even more students with a dynamic learning opportunity that includes hands-on building features, virtual reality and other memorable experiences.” – Dr. Stacy McAfee, UCCI President and CEO

VIRTUAL WORKSHOPS & TRAINING

As soon as a lockdown was announced by CIG, our team took the opportunity to curate a series of online workshops and training. The popular series of workshops enabled individuals of all ages and backgrounds to brush up on their soft skills, meet industry experts, and learn about new and innovate industries. The online workshops were free of charge and designed to provide Caymanians with the skills and expertise required to secure employment in a variety of businesses in the Special Economic Zones.

In May 2020 CEC hosted the first CV and interview workshop with Nova Recruitment. Louise Reed, Client Relationship and Business Development Manager at Nova, led the 1.5-hour workshop highlighting the do’s and don’ts of interviewing. Additionally, the workshops offered participants the opportunity to book a one-on-one session with a professional recruiter from Nova to make sure their CV is workforce ready. Our team targeted Caymanians and residents of the Cayman Islands between the ages of 18 and 25 years. 17 individuals attended the workshop with a variety of participants leaving positive reviews, please see

APPENDIX C.

In June 2020 CEC hosted an interactive one-hour presentation with UCCI. The workshop focused on an everyday life of a marketing expert, with additional career advice for students interested in getting into the field. The workshop also offered insights into various Enterprise Cayman initiatives and ongoing

opportunities for further professional development and training. 25 UCCI Marketing Students attended the online workshop with a variety of participants leaving their positive reviews, please see [APPENDIX C](#).

In June 2020 Charlie Kirkconnell CEO of CEC participated in a round table discussion hosted by CML Recruitment. The discussion focused in technology in the Cayman Islands. Other participants included, special economic zone member Ryan Watson from Brave International SEZC, as well as Petri Basson, Digital Cayman Steering Committee member and Kirk ISS. This was an informative session open to the public which provided information about Cayman's flourishing technology sector.

In July 2020 CEC alongside WORC hosted an interactive 1.5 online presentation. "Has Covid-19 thrown a wrench in your career path? Do you feel stuck on the next step?" The event focused on available opportunities in the hopes to ease individual's search for employment during the COVID-19 pandemic. Participants discovered an array of training and development initiatives and learned about the different employment services offered to them. 25 Caymanians attended the online workshop with a variety of participants leaving positive reviews, please see [APPENDIX C](#).

In August 2020 CEC hosted a one-hour workshop for students about a career in marketing. Speakers where asked questions such as – What career steps did they take to get to where they are? What advice can you give to young individuals in the search to enter the Marketing field in Cayman? What do you look for when hiring a Marketing graduate? The workshop was designed for students to gain insight into a career in Marketing and meet industry leaders working within the CEC community.

In September 2020 an online information session was held to discuss upcoming code courses, scholarship opportunities and career opportunities both in Cayman and outside. 35 participants took part in the online information session. For additional details please see [SECTION TWO, OBLIGATION VI](#).

In November 2020 an interview workshop was held with Nova. The session was designed for anyone in Cayman who was interested in leveling up their interview skills. The workshop included interview tips and tricks and was taught by Hannah Jackson, Career Consultant at Connect by Nova.

TECH TALKS

Activated in 2019, CEC produces a series of monthly ["Tech Talks"](#) discussions that are open to members of the public. The series of discussions, in partnership with the recently launched Digital Cayman initiative, sets out to initiate knowledge-sharing, tackle hard questions, examine industry trends, and foster a vibrant technology ecosystem in the Cayman Islands. The ongoing discussions create a vibrant avenue for networking opportunities and are helping to build a stronger digital/tech community in the Cayman Islands. Additionally, the series of monthly events also provide networking opportunities which in turn help to connect Caymanian job seekers with industry experts and careers available with the CEC SEZs.

In July 2020 CEC alongside Digital Cayman and Kirk ISS hosted an online ["Tech Talks" discussion focused on Generation Z](#). Panelist included previous and current Enterprise Cayman interns, such as Alyssa Ebanks, Matthew Elphinstone, and Adam Clarke. Shannon Williams programmer at Walkers also participated in the discussion. The online "Tech Talks" welcomed 35 attendees and included a mix of local students as well as SEZ clients and members of the public.

“With over 175 technology focused companies set up within Cayman Tech City, 60 of which are utilising blockchain technology, we think now is the perfect time to launch a series of highly engaged tech events which offers a platform for leadership discussion and the opportunity for our diverse tech community to discuss the latest trends and developments that are shaping the future of our digital economy,” – Charlie Kirkconnell Chief Executive Officer of CEC

ENTERPRISE CAYMAN INTERNSHIP PROGRAMME

Please see additional details regarding internship placements under **SECTION TWO, OBLIGATION III.**

CAYMAN CODE ACADEMY & CODE EDUCATION FUND

Please see additional details regarding code education under **SECTION TWO, OBLIGATION VI.**

Private Sector

OBLIGATION III) *Collaborate with the private sector to establish and control the mechanism for increasing the employment percentage of Caymanians in the Special Economic Zones.*

CEC works with a number of private sector organisations to increase the employment percentage of Caymanians within CEC’s SEZs. The focus of private sector partnerships primarily lies with SEZ companies and individual professionals working within CEC who take part in initiatives to help increase the employment of Caymanians within the SEZs. However, additional private sector partnerships include working with private schools, local and international industry bodies, institutions such as the Cayman Islands Chamber of Commerce (CICC) and the Rotary Club of Grand Cayman, local media partners, and private sector education partners such as Code Fellows.

ENTERPRISE CAYMAN INTERNSHIP PROGRAMME

2020 marked the eighth year that the CEC development project has welcomed young Caymanians to participate in the annual Enterprise Cayman internship programme which has been connecting students and recent graduates with industry professionals within CEC’s three SEZs and offering high-impact internships and mentorship placements. The highly sought-after internships placements have given Caymanians the opportunity to work alongside some of the world’s top technology experts as well as CEC’s growing network of professionals.

“What makes the programme so vital is that interns have the chance to impress and secure a long-term job opportunity with the companies they have contributed to. It opens the door to professional careers that wouldn’t happen without the programme. Now in its eighth year, the success of the programme is evident.” – Bianca Mora, Marketing and Public Engagement Manager at CEC

In 2020, CEC announced remote internship opportunities and extended the internship application deadline to accommodate students during the COVID-19 lockdown.

During the month of April 2020, our team reached out directly to students quarantining in hotels such as Comfort Suites to bring awareness of the Enterprise Cayman Internship Programme and assisted

interested candidate with their internship applications. This additional virtual support provided students with an opportunity to work on their CVs and cover letters as well as virtually meet industry professionals while their studies are on hold due to COVID-19.

Enterprise Cayman Internships were widely promoted on Radio Cayman with interviews by CEC community members and previous interns and paid radio advertisements ran on Z99 for the full month of February. We receive an excellent response from the radio promotions seeing an increase in applications and enquiries.

Despite the 2020 COVID-19 pandemic, 7 young professionals were placed with 2-3 month long internship opportunities within the CEC SEZs, bringing CEC's total number of internship placements to 87.

"This remarkable experience allowed me to widen my network globally, learn new skills, and become a part of Cayman's growing technology sector. The CEC staff provided a welcoming atmosphere and created room for me as a young Caymanian graduate to grow and explore my interests. I'm highly appreciative of the time and consideration they took to discuss and layout ideas on how they can help me achieve my goals. They presented events and workshops that have been excellent experiences and of great benefit to me. Not only did the CEC team provided me with the work skills required to succeed but they created a networking space that encouraged me to explore my interests with likeminded tech innovators. I was introduced to multiple community members within the zone, one introduction in particular led me to an awesome opportunity to work on a small-scale VR project. I've had the honor to work alongside Allan Evans, CEO of Fat Shark SEZC as I help develop a VR walkthrough demo of architectural models provided by architects around the Cayman Islands." – Alyssa Ebanks, 2020 Enterprise Cayman Intern and Maker Space Ambassador

"It's fantastic to see such talented young Caymanians take on challenging internship opportunities. I commend CEC for running this internship programme and for their commitment to helping local students position themselves for new and innovative careers." – Joanne Watters General Manager of Intelligent Devices SEZC Inc.

WORK PLACEMENT PROGRAMME

With the success of the Enterprise Cayman Internship Programme and demand from the local workforce from individuals 25+, in 2019 CEC developed a work placement programme designed for mature students and those looking to re-tool for a career change. The programme runs throughout the year and focuses on job seekers who are currently registered with WORC. The Enterprise Cayman Work Placement Programme ensures that everyone, regardless of their age, has access to innovative careers opportunities available within the SEZs and aims to increase the employment percentage of Caymanians in the SEZs.

In 2020, Hannah Trewern took on a Work Placement with CEC, she was able to gain valuable hands-on work experience with CEC Operations and IT departments. The three-month long placement allowed Hannah to learn new skill and acted as a steppingstone while she changed careers and needed to obtain additional operations experience.

MENTORSHIP PLACEMENTS

Mentoring is a powerful personal development and empowerment tool and an effective way of helping individuals to progress in their careers. After meeting with SEZ community members it was apparent that many small businesses within CEC would like to support Caymanian job seekers but may not have the capacity to take on a full-time intern. As a result, in CEC implemented a robust mentorship programme where SEZ community members and mentors meet with mentees 1-2 times per month. Mentors and mentees are carefully matched to ensure that they each possess similar interests and professional sector pursuits. This type of experience provides participants with valuable industry sector insights helping individuals to make more informed choices for study and career progression, while ultimately providing a mechanism for increasing the employment percentage of Caymanians in the SEZs.

“I’ve learnt so much from my mentor regarding inside knowledge on how developers work and what is expected from me to land a job within the tech field. We have been working on beefing up my resume, using tools modern developers would use. He gave me tasks to complete like bringing up a website of my choosing on WordPress and Hugo (content management systems). He also invited a Senior Web Dev from Brave, Jacob Lamont to talk to another mentee and I.” – [Cordell Andrade](#) regarding his mentorship placement with Ryan Watson from Brave Software International SEZC

CEC ONLINE COMMUNITY “IN THE ZONE”

In December 2018, CEC launched an online community for SEZ members called “In The Zone”. The website, while focused primarily on helping CEC build a more active and robust community within the SEZ, also includes an array of ways for SEZ companies for learn more about the opportunities to connect with local talent and learn about how to get involved with the Enterprise Cayman initiative. Calls to action include visit a school or jobs fair, take part in a student networking event, participate in the Summer in the City internship programme, and become a mentor. Additionally, the CEC Community website includes a notice board, and events page with an Enterprise Cayman events tab, and a discussion board where SEZ members can post jobs and discuss opportunities for Caymanians. The community website help to further CECs promotions of the Enterprise Cayman initiative and increase SEZ member engagement in the local community, ultimately connecting Caymanians with more SEZ opportunities.

MARKETING & PROMOTION

CEC has a robust marketing department which utilises a wide variety of tactics and local media contacts to promote the Enterprise Cayman initiative, which in turn raises awareness of the growing number of opportunities for Caymanians within CEC’s three SEZs.

CEC has developed and launched a specific “[Enterprise Cayman \(Outreach\)](#)” blog topic so that stories, news and articles directly relating to Enterprise Cayman can be easily shared, linked and found on the CEC website. As of December 2020, CEC has over 12,699 social media engagement on social media platforms including Instagram, LinkedIn, Twitter, Facebook and YouTube. Please see **APPENDIX A, B & C** for a complete overview of news links, statistics, images, and screenshots.

“CEC’s vibrant community offers the perfect opportunity for Caymanians to connect with leading industry professionals and gain the skills and experience to pursue creative careers within our growing digital economy. It’s important that we actively highlight the diverse career opportunities that are now available in the Cayman Islands and encourage Cayman’s next generation to become future tech leaders.” – Charlie Kirkconnell Chief Executive Officer of CEC

DIGITAL CAYMAN

Please see additional details regarding private sector partnerships and Digital Cayman under **SECTION TWO, OBLIGATION V**.

CAYMAN CODE ACADEMY & CODE EDUCATION FUND

Please see additional details regarding code education under **SECTION TWO, OBLIGATION VI**.

VIRTUAL WORKSHOPS & TRAINING

Please see additional details regarding workshops and training under **SECTION TWO, OBLIGATION II**.

Recommendations

OBLIGATION IV) *Issue recommendations to direct and stimulate education and training programs toward meeting the needs of the labour market in the Special Economic Zones.*

This obligation, together with **SECTION TWO, OBLIGATION V** below, has perhaps suffered the most from not having Government representatives actively involved with the Enterprise Cayman initiative. The need for policy development, curriculum changes and updates are evident from our experience, and having CIG Education Professionals involved on the Enterprise Cayman board, would significantly improve the initiative’s efforts in this area.

Notwithstanding this, in reliance on its direct and frequent contact with both SEZ clients and Cayman’s various secondary and tertiary education institutions, CEC has gone a step further than simply making recommendations. CEC has actively participated in putting in place education and training programmes and is continually developing new initiatives that are designed to meet the needs of the labour market in the SEZ and in the Cayman Islands as a whole. CEC has directly stimulated education and training programmes in a number of ways, including through public and private sector meetings and initiatives listed below.

PUBLIC & PRIVATE SECTOR MEETINGS

Recommendations are issued to public and private sector entities by way of face-to-face meetings. CEC meets regularly with institutions such as UCCI, ICCI and WORC to provide feedback from Client Exploratory Meetings and indicate the growing demands from within CEC’s SEZs. CEC is in constant contact with individuals from the Ministry of Commerce, Planning and Infrastructure (CPI) and invites Cayman’s

dignitaries to industry events and networking opportunities throughout the year where they can meet with industry professionals and discuss the needs of the labour market.

WORC PARTNERSHIP PROGRAMMES

CEC works closely with WORC to develop programming based on the needs of the labour market in the SEZs. Throughout 2020 CEC and WORC have hosted a number of partnership programmes and online workshops to promote opportunities with CEC's SEZs and to support training and advancement of Caymanians. CEC also invites WORC to Enterprise Cayman networking events so that they can speak directly with professionals working in CEC's SEZs, discuss opportunities for programme development, and learn where additional training support is required.

KNOWLEDGE TRANSFER INITIATIVES

CEC is currently working on a recommendation that the CIG enable and encourage experienced and qualified professionals working within Cayman's SEZs to get involved by way of secondary, tertiary and postgraduate school programmes and training initiatives. This would include allowing SEZ workers and business owners the opportunity to serve as adjunct professors at UCCI and ICCI.

UCCI STEM PARTNERSHIP PROGRAMMES

Please see above [SECTION TWO, OBLIGATION II](#).

CAYMAN CODE ACADEMY PARTNERSHIP WITH UCCI

Please see above [SECTION TWO, OBLIGATION II](#).

Government Policy

OBLIGATION V) *Provide to Government suggestions and recommendations on government policy regarding issuing the required legislations and adopting policy mechanisms in support of training, employment and advancement of Caymanians in the Special Economic Zones.*

As outlined in [SECTION TWO, OBLIGATION IV](#) above, there is a need for direct CIG involvement in the Enterprise Cayman initiative so that suggestions and recommendations on government policy regarding issuing the required legislations and adopting policy mechanisms in support of training, employment and advancement of Caymanians in the SEZs may be established. CEC has recognised the urgency to develop this obligation and has signed onto a five-year strategic partnership with [Digital Cayman](#) valued at \$250K which will further increase CIG's engagement with industry professionals.

DIGITAL CAYMAN

In January 2020, CEC through the technology-focused special economic zone, Cayman Tech City, signed on to a five-year founding sponsorship commitment to the Digital Cayman initiative. This strategic partnership, valued at \$250K, has enabled the launch of the non-for-profit industry body, will ensure the

initiative's longevity, and aid in opening new channels between key CIG policy makers and industry experts and employers.

“The CEC mission is to help diversify Cayman’s economy by attracting foreign direct investment and by developing a vibrant business community where innovation and entrepreneurship thrive. Supporting Digital Cayman aligns seamlessly with our goals and we are excited to help drive this initiative forward. We believe that the initiative will play a significant role in the further development of Cayman’s innovative ecosystem and will positively impact Cayman’s economy.” – Charlie Kirkconnell, CEC’s Chief Executive Officer and Digital Cayman Executive Member

The initiative aims to support the development of Cayman as a global technology hub and with the support of CEC, the initiative will aim to inform CIG policy makers, support workforce development initiatives like Enterprise Cayman, 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.

As part of the commitment, CEC has also provided Digital Cayman with the opportunity to participate in the CEC’s Enterprise Cayman outreach initiatives, which includes internships and school programmes, and will enable the non-profit organisation to provide industry knowledge and expertise directly to Cayman’s youth, up-and-coming digital professionals, and entrepreneurs. These established high-impact initiatives are actively connecting industry experts with Cayman’s up-and-coming digital professionals and entrepreneurs – an important component in the strategic development of talent within the Cayman Islands and in the future diversification and development of Cayman’s digital economy.

SEZA REPORTS

From the inception of the CEC project, CEC has provided ongoing monthly reports to the Special Economic Zone Authority (SEZA). Reports include details on the number of new SEZ trade certificates, business development and marketing reports, details regarding the campus development project, and updates and recommendations regarding the Enterprise Cayman initiative. During these meetings CEC’s CEO Charlie Kirkconnell, provides CIG with suggestions and recommendations on government policy regarding issuing the required legislations and adopting policy mechanisms in support of training, employment and advancement of Caymanians in the SEZ.

ONGOING REPORTS

To assist with **SECTION TWO, OBLIGATION IV** and **OBLIGATION V** above, CEC has developed formal government reports and quarterly recommendations in addition to annual reports. These reports issue recommendations to direct and stimulate education and training programs toward meeting the needs of the labour market in the SEZs and provide CIG suggestions and recommendations on government policy regarding issuing the required legislations and adopting policy mechanisms in support of training, employment and advancement of Caymanians in the SEZs.

UCCI STEM PARTNERSHIP PROGRAMMES

Please see above **SECTION TWO, OBLIGATION II**.

WORC PARTNERSHIP PROGRAMMES

Please see above **SECTION TWO, OBLIGATION IV**.

Public & Private Support

OBLIGATION VI) *Coordinate with both public and private institutions to achieve support for its efforts to execute strategies and plans to promote training, employment, and advancement of Caymanians in the Special Economic Zones.*

CEC 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. Please also see above **SECTION TWO, OBLIGATION I, OBLIGATION II, OBLIGATION III, OBLIGATION IV, and OBLIGATION V**.

COMPUTER DONATIONS DURING LOCKDOWN

CEC alongside Digital Cayman, Cayman Islands Red Cross, Rotary and the Cayman Islands Government partner up to [provide students with laptops](#) so that they could continue their education online during the COVID-19 lockdown. As schools transferred to online learning, a significant number of students were, unfortunately, unable to access remote learning without computers of their own. Our organisations worked together to send a call out for donated computing devices such as laptops, tablets, or desktop computers which were supplied to the Department of Education, CIG for distribution. Additionally, CEC worked with Digital Cayman to coordinate a group of volunteers who were able to provide technical support to parents to help get Cayman's students access to online learning.

ENTERPRISE CAYMAN SCHOOLS PROGRAMME

CEC has been an active exhibitor at various Cayman Islands job fairs, presents regularly 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. 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 training and advancement of Caymanians in the SEZs. Please see above **SECTION TWO, OBLIGATION II** for details regarding UCCI and ICCI activities.

In February 2020, CEC hosted a booth at the John Grey Career Fair. In one session, our team spoke to over 300 students aged between 13 and 18 about innovative tech and STEM careers. Additionally, our team received over 30 applications to the Enterprise Cayman Internship Programme and gained a tremendous amount of interest in coding workshops by attending a significant majority of school fairs and career expos.

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www.enterprisecayman.ky | innovate@enterprisecayman.ky

CAREERS EXPO

Each year CEC attend the Chamber of Commerce Careers, Education and Training Expo and shares internship, education and career opportunities with hundreds of local students. The expo often results in exciting partnerships and placements. Additionally, CEC invites professionals working within the SEZs to attend and speak directly with students about various technology-driven industries and what students should peruse in order to obtain knowledge-based careers within CEC. Each year, over 750 students are informed about opportunities being developed within Cayman's SEZs. Our team and CEC community members are also available to help answer questions about how to apply to the Enterprise Cayman Internship Programme and raise awareness about the CEC online Jobs Portal.

ONLINE & EDUCATIONAL RESOURCES

In 2020, CEC developed and launched a new series of online resources and helpful links on the Enterprise Cayman website. The helpful resources were promoted to educators and students during lockdown so that they could discover new opportunities including, online courses, code workshops, CV and interview workshops as well as job opportunities.

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 in addition to resources which support students who seek to obtain innovative careers within CEC's SEZs.

CAYMAN CODE ACADEMY (CCA)

In February 2017 CEC partnered with UCCI and internationally recognised code institution [Code Fellows](#) to deliver a Code 101 workshop. The full day workshop allowed students to test drive a career in coding and learn about the variety of career opportunities available to them. The workshop also allowed for CEC, UCCI and Code Fellows to assess the demand from Caymanian students. Due to the overwhelming response from students it was decided to pursue the development of a code academy, called Cayman Code Academy (CCA), in the Cayman Islands and expand on available programmes and offerings.

Launched in September 2019, CCA has been designed as professionally-led code education that will guide participants from all backgrounds to change their lives through career-focused education. CCA is powered by internationally recognised code intuition 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 participants to secure 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 to connect UCCI with guest instructors, teaching assistants, and volunteers who work directly within Cayman Tech City which will ultimately further engagement and support opportunities for Caymanians to secure career opportunities with the SEZs.

CAA offers courses beginning at the introductory level all the way up to advanced software development and professional development programmes. To view the proposed course map, visit the Code Fellows website [here](#). Graduates who complete the full year part-time programme will be at a level where they will be in a position to contribute to the culture and goals of the international tech companies they join.

Following the coronavirus outbreak in 2020, CCA pivoted to help keep the community safe by offering online education and remote mentoring. Additionally, a Code Education Fund was established to offer additional financial support for individuals in occupations that can't be performed remotely as well as individuals who showed a keen interest and promise. Please see **SECTION TWO, OBLIGATION I** for additional details regarding the Code Education Fund. Throughout Five students took part in the Code Fellows programme in 2020.

“Following the coronavirus outbreak, CCA has pivoted to help keep the community safe and to offer additional support for individuals in occupations that can’t be performed remotely as well as those who show a keen interest and promise. CEC’s vision is to provide meaningful opportunities for Caymanians and future generations to come. Helping to develop a technology-driven workforce in the Cayman Islands is going to help us to achieve our vision.” – Charlie Kirkconnell, CEC’s Chief Executive Officer and Programme Sponsor

In August 2020, CEC awarded young Caymanian Cordell Andrade a scholarship to attend the Cayman Code Academy and progress his career in technology. Not only did he successfully navigate through the programme but he obtained three interview opportunities upon course completion. Cordell was also matched with Ryan Watson, the Director of Brave Software International SEZC a multimillion-dollar technology company, for an incredible mentorship opportunity with an international leader from Silicon Valley.

“Thank you to the team behind the CCA for providing a platform to learn code in the Cayman Islands. Because of you I get the opportunity to study in the country that I was raised in while getting international experience to pursue the career of my dreams.” – Cordell Andrade, CCA Student

In September 2020 Enterprise Cayman held an information session about CCA, designed for anyone in Cayman who might be interested in learning more about CAA programmes and offerings. The session was hosted by Mitch Robertson, Vice President of Code Fellows and Bianca Mora, Marketing Manager at Cayman Enterprise City. Participants learned about various financial and scholarship opportunities, the CCA learning environment, the wide variety of jobs available within the Cybersecurity and Software Programming sector and how to register for the upcoming online courses. The information session and CCA programme offered in 2020 provided an excellent opportunity for Caymanian students to level up their career and skill during the COVID-19 crisis.

In September 2020 CCA announced new cybersecurity education programmes which further extended CCA offerings. New flexible course schedules have allowed individuals working full-time to register for evening or weekend classes. The new programme features professional cybersecurity instructors from global tech firms including Amazon, Microsoft and Google – making even more career development opportunities accessible to Caymanians.

MONTHLY RADIO CAYMAN INTERVIEWS

In 2020, CEC signed on to a contract with Radio Cayman to further assist in the promotion of the Enterprise Cayman initiative and ongoing opportunities being created within the CEC SEZs. Monthly appearances highlight key career opportunities and feature prominent industry leaders and STEM initiatives.

In July 20, 2020 CEC alongside UCCI participated in a Radio Cayman interview to discuss their long-standing partnership that was ignited back in 2012. During the radio interview UCCI announced the 2020 STEM Summer Camp where young aspiring scientists, inventors, mathematicians and engineers were able to access an incredible hands-on learning opportunity.

CEC ONLINE COMMUNITY “IN THE ZONE”

For additional details on CEC’s online community please see [SECTION TWO, OBLIGATION III](#).

PRIVATE SECTOR COLLABORATION

Please see details above under [SECTION TWO, OBLIGATION III](#).

MARKETING & PROMOTION

For additional details on CEC’s marketing and promotional activities please see [SECTION TWO, OBLIGATION III](#).

NWDA PARTNERSHIP PROGRAMMES

Please see details above under [SECTION TWO, OBLIGATION V](#).

ENTERPRISE CAYMAN NEWSLETTER

Please see details below under [SECTION TWO, OBLIGATION VII](#).

Electronic Database

OBLIGATION VII) *Establish an electronic database including population, workforce, unemployment statistics and available vacancies in the Special Economic Zones.*

CEC currently manages a number of electronic databases which include a database to support inbound marketing efforts, a database of current SEZ registered companies, a database of SEZ employees, and a streamlined database to support the Enterprise Cayman initiative. Reports which include population, workforce, unemployment statistics and available vacancies in the SEZs are presented to SEZA on a monthly basis. CEC also manages an online [Jobs Portal](#) to promote available vacancies within the SEZs and posts and promotes vacancies on CEC’s social media platforms, in monthly newsletters, and on the WORC portal. Please see additional details below regarding the Jobs Portal and recruitment efforts under

SECTION THREE, OBLIGATION II.

ENTERPRISE CAYMAN MAILING LIST

In 2018 CEC streamlined and updated Enterprise Cayman mailing lists to create a workforce development specific Customer Relationship Management (CRM) system so that administrators can better communicate with job seekers, track individual updates, obtain feedback, and distribute targeted email marketing materials to alert Caymanians interested in career opportunities within CEC's SEZs. Consistent efforts were made throughout 2020 to grow the electronic database while ensuring compliance with EU General Data Protection Regulations (GDPR). The Enterprise Cayman CRM currently consists of 694 individual contacts and is expected to grow substantially in 2021.

ENTERPRISE CAYMAN NEWSLETTER

With a growing Enterprise Cayman CRM system and electronic database of interested participants, CEC produces regular newsletters designed to support qualified local talent to fill the required vacancies in the SEZs and to promote training and advancement opportunities for Caymanians who are seeking opportunities within CEC's SEZs. This newsletter includes links to current vacancies, helpful resources, and highlights upcoming events, deadlines, and Enterprise Cayman programming.

ONLINE MONITORING & FEEDBACK

Google Analytics is tracked across CEC web platforms including the Jobs Portal, the CEC website, the Enterprise Cayman webpage, and the CEC community website "In The Zone". Additionally, social media analytics are monitored regularly. Web traffic and online engagement further assists administrators to guide programme development, and careful monitoring provides vital statistics to report on the success of the Enterprise Cayman initiatives.

Self-Employment Initiatives

OBLIGATION VIII) *Set up programs and plans to support initiatives for self-employment and sole proprietorship of Caymanians in the Special Economic Zones.*

Since its inception, CEC has informally supported initiatives for self-employment and sole proprietorship of Caymanians in the SEZs. In many cases it makes more sense for Caymanian entrepreneurs to set up outside the SEZ as typically such Caymanians seek to offer goods and services in the "local" economy. However, when requests are submitted, CEC's Global Business Development team goes above and beyond to ensure that Caymanian entrepreneurs are supported and guided through the process.

CEC also promotes the opportunity to establish an SEZ company during presentations and at events such as the Small Business Expo by the [Cayman Islands Small Business Association](#) (CISBA). We envision that with the further growth of CCA, graduates who complete the programme may wish to take their final project and develop this into a business within Cayman Tech City. Please see **SECTION TWO, OBLIGATION**

II above for more details regarding the CAA code education initiative. With a completed concept for self-employment and sole proprietorship CEC will assess on a case-by-case basis and formalise opportunities for support.

LAUNCH LABS *(New Programme)*

Please see section below under **SECTION TWO, OBLIGATION IX.**

THE CAYMAN ISLANDS BUSINESS DESIGN COMPETITION *(New Programme)*

Please see section below under **SECTION TWO, OBLIGATION IX.**

New Programmes

OBLIGATION IX) *Support and develop active and new programmes which support qualifying local talent to fill the required vacancies in the Special Economic Zones.*

CEC's SEZ members, educators, staff, and Enterprise Cayman participants are invited throughout the year to provide feedback which in turn helps to inform new programming for the Enterprise Cayman workforce development initiative. Active feedback ensures that Enterprise Cayman management is able to remain agile and produce quality programming which actively supports local talent so that they may fill the required vacancies in the SEZs.

Please see below some significant programme developments to be fully implemented in 2021.

LAUNCH LABS *(New Programme)*

[Launch Labs](#) will provide a springboard for seed and pre-seed start-ups to test and launch new ideas. Successful start-ups will 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. License holders will join 250+ innovative firms in the region's largest technology special economic zone — Cayman Tech City. The new initiative supports **SECTION TWO, OBLIGATION VIII.**

THE CAYMAN ISLANDS BUSINESS DESIGN COMPETITION *(New Programme)*

In December 2020, CEC announced [the Cayman Islands Business Design Competition](#). Creative individuals, businesses, and entrepreneurs have been invited to take part in the inaugural competition to help jump-start their next business idea. The competition is just one of the latest initiatives by Enterprise Cayman, which has been designed to provide Caymanians with opportunities within the CEC SEZs. The competition will support individuals and teams in kick-starting new business products, services, and/or ideas quickly and provides entrepreneurs and innovators access to professional support networks. The competition is open to residents of the Cayman Islands over 18, and, thanks to support from CEC, is completely free for all entrants. The new initiative supports **SECTION TWO, OBLIGATION VIII.**

“Our hope is that the Business Design Competition will help to further develop Cayman’s supportive ecosystem for new business ventures. The competition has been designed to foster knowledge-sharing amongst professionals and to help drive business innovation. We’re really looking forward to showcasing the creativity and entrepreneurial talent that exists in abundance here in Cayman.” – Charlie Kirkconnell Chief Executive Officer of CEC

THE ENTERPRISE CAYMAN MAKER SPACE *(New Programme)*

Planning has begun on the development of a creative space for CEC members and the wider Cayman Islands community to develop prototypes and new technology. The space aims to provide a welcoming environment to make while building a community and culture of innovators and entrepreneurs. The new space is designed for knowledge-sharing and collaboration and programming will include workshops for students of all ages as well as 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, and high-powered computers, as well as a 3D printer were acquired and tested. The new initiative supports **SECTION TWO, OBLIGATION II, III, VI, and VIII.**

In September 2020 a pilot project was begun to test run the new Enterprise Cayman Maker Space. [Allan Evans CEO of Fat Shark SEZC was matched with Alyssa Ebanks](#), a young Caymanian and recent Game Design Graduate, to help design and build a new AR/VR business venture utilizing the new Enterprise Cayman Maker Space equipment. Alyssa was given access to CEC facilities, a high-powered computer and new AR/VR equipment to work on her new business idea with the help and guidance from Allan, industry expert and CEC community member.

“Working with Allan has been very insightful, and he's provided a great deal of expertise that has helped me map out my future pathway. It's exciting to interact with these global experts and have access to real-time advice and get to do what I love - create. My biggest accomplishment in the early stage of development was implementing code for interactions and to see it work was exhilarating. There have been a few challenges along the way with development however, I have remained steadfast to learn and overcome them. I am looking forward to the completing this development cycle of this project and to see it at its full fruition. I am very excited to see where this project will take me - stay tuned!” – Alyssa Ebanks, 2020 Enterprise Cayman Intern and Maker Space Ambassador

FIN TALKS *(New Programme)*

CEC is currently developing a new forum dedicated to Cayman’s finance industry. Focusing on market research and industry trends with subjects such as investments, liquidity, virtual assets, and related topics, the live series of discussions will be held regularly throughout the year and create a new avenue for networking opportunities and help to build a stronger business and financial services community in the Cayman Islands. The series of events will also provide networking opportunities which will help to connect job seekers with industry experts and careers available with the CEC SEZs.

Employer Registration

OBLIGATION I) *Employer Registration Process. The CCDB will create an employer account for every new Business in the Special Economic Zones. The CCDB will establish a team to work closely with employers to address their needs for skills and Caymanian manpower.*

Every SEZ business is required to create an account via an online portal. This portal is able to track the number of employees, employers, and details regarding each SEZ business. New job vacancies are posted to the CEC jobs portal promoted through the CEC Client Experience Department. CEC's Client Experience team works closely with employers to address their needs for skills and Caymanian manpower by way of informal correspondence and formally through client exploratory meetings.

CLIENT EXPLORATORY MEETINGS

CEC conducts regular exploratory meetings with SEZ employers, the Client Experience team and CEC's Chief Executive Officer. These meetings are conducted to support SEZ business development and to ensure that the Enterprise Cayman initiative is addressing the needs for skill development and Caymanian manpower. Questions during these meetings include "How can we help you find the talent that you need?" and "Would you be interested in participating in community initiatives to help develop young Caymanians? (i.e. STEM presentations in schools, School career programs)". The client exploratory meetings have been conducted for the past two years and provide the CEC team with valuable feedback.

Recruitment

OBLIGATION II) *Vacancies Process. The CCDB will capture and processes employer manpower requirements and information.*

CEC tracks Zone Trade Certificate (ZTC) data which includes SEZ company details regarding the number of initial employees and the number of employees that they expect to add over time. CEC's Client Experience team and Chief Executive Officer meets with SEZ owners on a regular basis to discuss how CEC might be able to facilitate their growth by helping to identify qualified local talent for available and anticipated roles. Additionally, CEC reports this information to SEZA on a monthly basis and includes statistics regarding population, workforce, unemployment and available vacancies in the SEZs.

Vacancies available within the SEZs are promoted through a number of channels which include the CEC Jobs Portal, CEC social media platforms, monthly newsletters, eCayTrade, WORC, UCCI, ICCI, career fairs, and via relevant industry associations. CEC actively promotes SEZ employment opportunities to students, recent graduates and job seekers via the Enterprise Cayman Schools Programme, the Chamber of Commerce Careers Expo, WORC partnership programmes, private sector collaboration, and by way of

flyers, handouts, and informative emails. Additionally, CEC works regularly with recruitment agencies such as CML Recruitment and NOVA who assist with candidate placements and provide professional support to CEC community members. Please see **SECTION TWO, OBLIGATION VI** for additional details. For details regarding recruitment and the CEC Jobs Portal please see below **SECTION THREE, OBLIGATION II**.

“There is excellent hardworking young talent in Cayman, and we're proud at Brave Software to help foster a tech community in the Cayman Islands from the ground up. We'll be offering opportunities again this year and encourage other innovative companies to do the same. I look forward to another year of high calibre applications for 2021.” – Ryan Watson, Vice President of IT at Brave Software SEZC

JOBS PORTAL

CEC widely promotes an online [Jobs Portal](#) to CEC community members and to Caymanians who seek employment within CEC's SEZs. The Jobs Portal and individual vacancies are shared in the CEC newsletter which is sent to over 6,760 contacts and on CEC's social media pages which include 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.

INTERNSHIPS, MENTORSHIPS & WORK PLACEMENTS

Enterprise Cayman internships, mentorships and work placements also offer CEC community members with the opportunity to work with Caymanian job seekers. Many placement opportunities lead to full time employment within the CEC SEZs. Please see **SECTION TWO, OBLIGATION III** for additional details.

PANDEMIC RECRUITMENT

IN 2020, during the COVID-19 pandemic a SEZ company offered two temporary jobs in Software Development and Marketing/ Business Development for Caymanians for individuals who lost their job due to COVID-19. Our team promoted the opportunities to individuals impacted in the tourism sector. The opportunities offered candidates excellent work experience and helped those who were interested in pursuing new career paths.

Conclusion

“The world has changed in the last several months but despite the many new challenges, we remain committed to continuing to offer unique skills and career development opportunities to students and job-seekers. More than ever, opportunities such as those offered by CEC's Enterprise Cayman initiative will shape the future of Cayman's workforce and the new industries that are emerging locally. We are excited to see more and more young Caymanians each year enter the Enterprise Cayman Internship Programme and start down the road to becoming Cayman's future innovators and entrepreneurs.” – Charlie Kirkconnell Chief Executive Officer of CEC

2020 was the year of unprecedented change and adapting a new normal. CEC's outreach initiative, Enterprise Cayman campaign quickly adapted to offer workforce development initiatives on our online

platforms — we launched a code education fund, we pivoted our internship, mentorship and work placement programmes online, and we hosted a series of online training sessions for job seekers, amongst other projects. Our team knew it was imperative to offer workforce development initiatives while the global pandemic was increasing The Cayman Islands unemployment rate by 7%.

Throughout 2020 our team introduced a series of new and engaging initiatives for Caymanians and residents wishing to upskill and pursue technology-driven careers, these initiatives were designed to ensure that everyone in the Cayman Islands has access to quality learning experiences and opportunities to pursue the growing number of dynamic careers available within CEC's SEZs.

CEC has responded to the global pandemic in a creative, efficient way. The unique strategy was able to span through the multiple platforms, which resulted in the continued growth of job placements, upskilling Cayman's workforce, financially supporting those wishing to pursue technology-driven careers, and for raising awareness of new career possibilities that are now becoming increasingly available to the next generation of Caymanians.

In 2020 CEC received the Cayman Islands Marketing Professionals Association (CIMPA) Marketing Award for 'Community Impact of the Year.' The award recognises CEC's continued efforts in promoting Enterprise Cayman initiatives and programming which focuses on upskilling Caymanians and residents to pursue technology-driven careers within Cayman's SEZs.

Empowering Caymanians with the skills, knowledge, and determination to obtain employment within CEC's SEZ is an ambitious but achievable goal, a goal which requires a sustained long-term involvement from CIG as well as the commitment from local job seekers to equip themselves to compete for innovative global careers.

CEC continues to prioritise quality experiences, develop innovative opportunities, and deliver first-rate programming. We believe that the Enterprise Cayman initiative has gone above and beyond the obligations outlined in schedule three of the Amended and Restated Definitive Agreement to meet growing demand from SEZ businesses who seek to hire talented employees as well as the demand from local job seekers who wish to obtain innovative careers within CEC's growing SEZs.

As we strive to make the Enterprise Cayman vision a reality, we look forward to an increased involvement from CIG and solicit the support to act on suggestions and recommendations made by CEC and SEZ businesses regarding government policy, the issuing of required legislation, and the adoption of policy mechanisms which support training, employment and advancement of Caymanians in the SEZs.

As a country we need to ensure that the next generation receives the right support and encouragement to develop into tomorrow's innovative leaders and become active contributors to our ever-evolving global economy.

Abstracts & Appendices

Appendix A – Articles & News Links

Appendix B – Statistics

Appendix C – Images & Screenshots

Acronyms

Augmented Reality (AR)

Cayman Code Academy (CAA)

Cayman Enterprise City (CEC)

CEC Career Development Bureau (CCDB)

Cayman Islands Chamber of Commerce (CICC)

Cayman Islands Department of Tourism (CIDOT)

Cayman Islands Further Education Centre (CIFEC)

Cayman Islands Government (CIG)

Cayman Islands Marketing Professionals Association (CIMPA)

Cayman Islands Small Business Association (CISBA)

Clifton Hunter High School (CHHS)

Customer Relationship Management (CRM)

General Data Protection Regulation (GDPR)

International College of the Cayman Islands (ICCI)

Internet Marketing Association (IMA)

Internet Protocol (IP)

John Grey High School (JGHS)

Layman E. Scott High School (LSHS)

Ministry of Commerce, Planning and Infrastructure (CPI)

Ministry of Financial Services and Home Affairs (FSHA)

Personal Responsibility for Delivering Excellence (PRIDE)

Confidential and proprietary

Science, Technology, Engineering and Maths (STEM)

Special Economic Zone Authority (SEZA)

Special Economic Zones (SEZs)

University College of the Cayman Islands (UCCI)

Virtual Reality (VR)

Workforce Opportunities & Residency Cayman (WORC)

Zone Trade Certificate (ZTC)

Appendix A

Articles & News Links

Enterprise Cayman Report o 2020

Cayman Enterprise City Career Development Bureau

Appendix A – Articles & News Links

January 2020

15 Young Caymanians Experience Summer in the City Internship Programme

<https://www.caymanenterprisecity.com/blog/cayman-enterprise-city-host-summer-internships-for-15-young-caymanians>

Cayman Enterprise City Strengthens Tech Sector Through Digital Cayman Sponsorship

<https://www.caymanenterprisecity.com/blog/cayman-enterprise-city-strengthens-caymans-tech-sector-through-digital-cayman-sponsorship>

CEC Sponsors Digital Cayman <https://www.caymancompass.com/2020/01/24/cec-sponsors-digital-cayman/>

February 2020

Enterprise Cayman Workforce Development initiative Expands Programme to Include Work Placement and Mentorships

<https://www.caymanenterprisecity.com/blog/enterprise-cayman-workforce-development-initiative-expands-programme-to-include-work-placements-and-mentorships>

Brave – rethinking digital advertising <https://www.caymancompass.com/2020/02/13/brave-rethinking-digital-advertising/>

March 2020

Remote Mentorship Opportunities Now Available <https://www.caymanenterprisecity.com/blog/remote-mentorship-opportunities>

Cayman Enterprise City announced remote mentorship

<https://www.caymancompass.com/2020/03/31/cayman-enterprise-city-announces-remote-mentorship/>

April 2020

Cayman Enterprise City Launches Code Education Fund

<https://www.caymanenterprisecity.com/blog/cayman-enterprise-city-launches-code-education-fund>

Remote Mentorship Opportunities Now Available – Cayman Compass

<https://www.caymancompass.com/2020/04/19/cayman-code-academy-announces-live-remote-instruction/>

Virtual Opportunities in Technology – Loop Media <http://www.loopcayman.com/content/virtual-opportunities-technology-offered-cayman-code-academy>

Private Sector helping get computers in every child's hands

<http://www.loopcayman.com/content/private-sector-helping-get-computers-every-every-childs-hands>

CEC Members help establish coronavirus testing <https://www.caymanenterprisecity.com/blog/cec-member-helps-establish-coronavirus-testing-programme>

Cayman Code Academy announced live remote instruction
<https://www.caymancompass.com/2020/04/19/cayman-code-academy-announces-live-remote-instruction/>

May 2020

Cayman Enterprise City Economic Impact <https://www.caymanenterprisecity.com/blog/cec-economic-impact-2019>

Enterprise City has contributed over \$260m to the Cayman economy
<https://cayman.loopnews.com/content/enterprise-city-has-contributed-over-260m-cayman-economy>

Women in Technology <https://www.caymanenterprisecity.com/blog/women-in-technology>

June 2020

CEC Teams up with UCCI for 2020 STEM Summer Camp Programme
<https://www.caymanenterprisecity.com/blog/cayman-enterprise-city-teams-up-with-ucci-for-2020-stem-summer-camp-programme>

Supporting our Community and Making an Economic Impact
<https://www.caymanenterprisecity.com/blog/cec-economic-impact-2019>

July 2020

Cayman's Graduates Discuss the Role of Technology for Next Generation
<https://www.caymanenterprisecity.com/blog/generationz>

Building Opportunity Within the Cayman Islands <https://www.caymanenterprisecity.com/blog/building-opportunity-within-the-cayman-islands>

Cayman Tech City announced 'Launch Labs' Initiative
<https://www.caymancompass.com/2020/07/21/cayman-tech-city-announces-launch-labs-initiative/>

August 2020

Meet Cordell Andrade From National Football Player to Software Engineer
<https://www.caymanenterprisecity.com/blog/meet-cordell-cayman-code-academy>

September 2020

New Cybersecurity course at Cayman Code Academy
<https://www.caymancompass.com/2020/09/23/new-cybersecurity-course-at-cayman-code-academy/>

Cayman Code Academy Announces New 'Cybersecurity' Courses
<https://www.caymanenterprisecity.com/blog/cayman-code-academy-announces-new-cybersecurity-courses>

October 2020

My Summer Internship Placement with Cayman Enterprise City

<https://www.caymanenterprisecity.com/blog/my-summer-with-cayman-enterprise-city>

Cayman Enterprise City ranked 5th in top 10 global free zones

<https://www.caymancompass.com/2020/10/16/cayman-enterprise-city-ranked-5th-in-top-10-global-free-zones/>

November 2020

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December 2020

The Cayman Islands Business Design Competition Announced

<https://www.caymanenterprisecity.com/blog/the-cayman-islands-business-design-competition-announced>

Business design competition announced <https://www.caymancompass.com/2020/12/22/business-design-competition-announced/>

Appendix B

Statistics

Enterprise Cayman Report o 2020

Cayman Enterprise City Career Development Bureau

Appendix B – Monthly Statistics

January 2020

- Number of Enterprise Cayman Events: 0
- Number of Job Postings: 1
- Active Engagement (number of participants or attendees): 0
- Enterprise Cayman Emails: 1
- Social Media Engagement (Overall): 5,819
- Social Media Post Engagement: Applications are now open Summer in the City
 - People Reached: 5,622
 - Post Engagements: 139
 - Link Clicks: 58

February 2020

- Number of Enterprise Cayman Events: 5
- Number of Job Postings: 2
- Active Engagement (number of participants or attendees): Over 1,000 participants from multiple career fairs attended
- Enterprise Cayman Emails: 1
- Social Media Engagement (Overall): 17,152
- Social Media Post Engagement: Enterprise Cayman Internship Programme Applications Now Open
 - People Reached: 16,167
 - Post Engagement: 794
 - Shares: 17
 - Likes: 150
 - Application Submissions: 24

March 2020

- Number of Enterprise Cayman Events: 1
- Number of Job Postings: 2
- Active Engagement (number of participants or attendees): 10 people for the Kids who Code Online Workshop
- Enterprise Cayman Emails: 2
- Social Media Engagement (Overall): 6,917
 - People Reached: 6,700
 - Likes & Reactions: 208
 - Shares: 9
 - Application Submissions: 65

April 2020

- Number of Enterprise Cayman Events: 0
- Number of Job Postings: 2
- Active Engagement (number of participants or attendees): 86
- Enterprise Cayman Emails: 3
- Social Media Engagement (Overall): 9,591
 - People Reached: 9,500
 - Likes & Reactions: 45
 - Shares: 46

May 2020

- Number of Enterprise Cayman Events: 1
- Number of Job Postings: 2
- Active Engagement (number of participants or attendees): 19 (Interview Workshop with Nova)
- Enterprise Cayman Emails: 2
- Social Media Engagement (Overall): 3,632
 - People Reached: 3,600
 - Likes & Reactions: 29
 - Shares: 3

June 2020

- Number of Enterprise Cayman Events: 1
- Number of Job Postings: 4
- Active Engagement (number of participants or attendees): 75 (Marketing Workshop with UCCI)
- Enterprise Cayman Emails: 2
- Social Media Engagement (Overall): 0
 - People Reached: N/A
 - Likes & Reactions: N/A
 - Shares: N/A

July 2020

- Number of Enterprise Cayman Events: 2
- Number of Job Postings: 2
- Active Engagement (number of participants or attendees): 62 (WORC Online Workshop & Gen Z Tech Talks)
- Enterprise Cayman Emails: 1
- Social Media Engagement (Overall): 3,496
 - People Reached: 3,299
 - Likes & Reactions: 187
 - Shares: 10

August 2020

- Number of Enterprise Cayman Events: 2
- Number of Job Postings: 2
- Active Engagement (number of participants or attendees): 13 Marketing Online Workshop
- Enterprise Cayman Emails: 2
- Social Media Engagement (Overall): 3,440
 - People Reached: 2,800
 - Likes & Reactions: 621
 - Shares: 19

September 2020

- Number of Enterprise Cayman Events: 1
- Number of Job Postings: 2
- Active Engagement (number of participants or attendees): 35 (CCA Online Workshop)
- Enterprise Cayman Emails: 1
- Social Media Engagement (Overall): 2,558
 - People Reached: 2,500
 - Likes & Reactions: 54
 - Shares: 4

October 2020

- Number of Enterprise Cayman Events: 2
- Number of Job Postings: 2
- Active Engagement (number of participants or attendees): 15 (Nova CV Workshop)
- Enterprise Cayman Emails: 2
- Social Media Engagement (Overall): 701
 - People Reached: 631
 - Likes & Reactions: 67
 - Shares: 3

November 2020

- Number of Enterprise Cayman Events: 0
- Number of Job Postings: 3
- Active Engagement (number of participants or attendees): 3 Mentorship placements with Ryan Watson from Brave
- Enterprise Cayman Emails: 0
- Social Media Engagement (Overall): 744
 - People Reached: 676
 - Likes & Reactions: 61
 - Shares: 1

December 2020

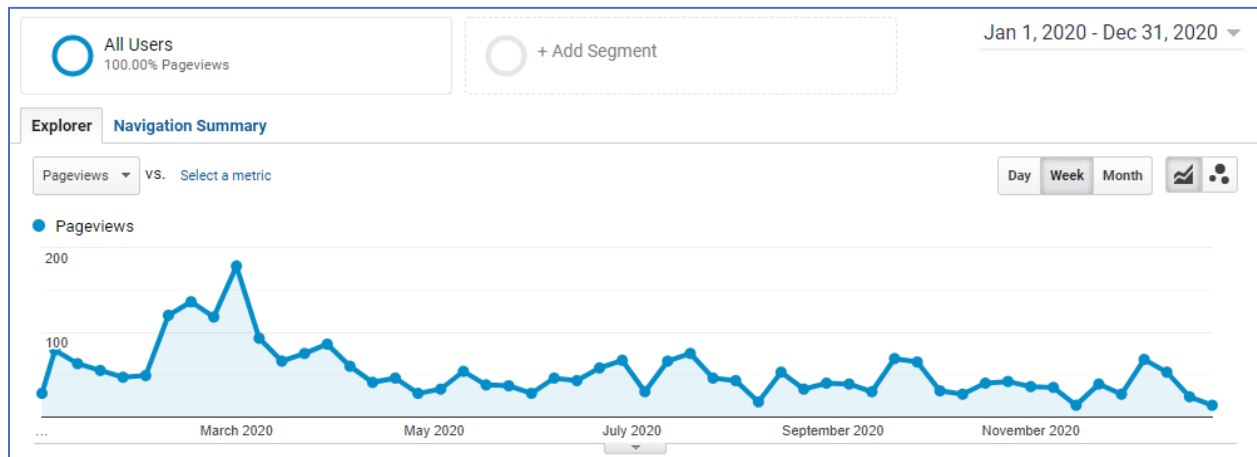
- Number of Enterprise Cayman Events: 0
- Number of Job Postings: 1
- Active Engagement (number of participants or attendees): 0
- Enterprise Cayman Emails: 2
- Social Media Engagement (Overall): 12,699
 - People Reached: 12,400
 - Likes & Reactions: 274
 - Shares: 25











Appendix B – 2020 Statistics

2020 Totals

- Number of Enterprise Cayman Events: 15 TOTAL
- Number of Job Postings: 26 TOTAL
- Active Engagement (number of participants or attendees): 1,318 TOTAL
- Enterprise Cayman Emails: 18 TOTAL

2020 Page Views



Page ?	Pageviews ? ↓	Unique Pageviews ?	Avg. Time on Page ?	Entrances ?
	2,829 % of Total: 1.76% (160,521)	2,539 % of Total: 1.90% (133,727)	00:02:05 Avg for View: 00:01:41 (24.26%)	1,488 % of Total: 1.52% (97,667)
1. /enterprise-cayman/intern-in-the-city/ 	917 (32.41%)	847 (33.36%)	00:03:08	698 (46.91%)
2. /enterprise-cayman?hsCtaTracking=311c80d2-8bc1-495e-8eb0-4f35b7826ffb 0f3e9ea4-08cc-4b85-8483-1cf4710616b5 	670 (23.68%)	618 (24.34%)	00:02:07	212 (14.25%)
3. /enterprise-cayman 	485 (17.14%)	454 (17.88%)	00:01:32	306 (20.56%)
4. /blog/topic/enterprise-cayman-outreach 	212 (7.49%)	131 (5.16%)	00:00:49	17 (1.14%)
5. /enterprise-cayman/stem-programme/ 	113 (3.99%)	97 (3.82%)	00:02:31	66 (4.44%)
6. /enterprise-cayman-program-initiatives 	112 (3.96%)	100 (3.94%)	00:03:36	21 (1.41%)
7. /blog/enterprise-cayman-workforce-development-initiative-expands-programme-to-include-work-placements-and-mentorships 	93 (3.29%)	84 (3.31%)	00:02:05	13 (0.87%)
8. /enterprise-cayman-online-resources 	58 (2.05%)	50 (1.97%)	00:04:38	18 (1.21%)
9. /enterprise-cayman/mentoring-youth 	31 (1.10%)	24 (0.95%)	00:03:13	20 (1.34%)
10. /enterprise-cayman/intern-in-the-city/?hss_channel=fbp-273030132740889 	19 (0.67%)	18 (0.71%)	00:01:37	18 (1.21%)

Top Viewed Enterprise Cayman Blog Posts in 2020

PAGE	VIEWS ▲▼
Meet Cordell Andrade: From National Football Player to Software Engineer https://www.caymanenterprisecity.com...	259
15 Young Caymanians Experience Summer in the City Internship Programme https://www.caymanenterprisecity.com... 	159
My Summer Internship Placement With Cayman Enterprise City https://www.caymanenterprisecity.com...	131
Remote Mentorship Opportunities Now Available https://www.caymanenterprisecity.com...	89
Supporting our Community and Making an Economic Impact https://www.caymanenterprisecity.com...	88
Enterprise Cayman Workforce Development Initiative Expands Programme to Include Work Placements and Mentorships. https://www.caymanenterprisecity.com...	86

Appendix C

Images & Screenshots

Enterprise Cayman Report o 2020

Cayman Enterprise City Career Development Bureau

Appendix C – Images & Screenshots

January 2020

Magazine Advert



Putting local first in a global business environment

With an eye to the future, Cayman Enterprise City is helping Cayman's next generation of local talent find job opportunities within the special economic zone.


What we offer

- ◆ Internships
- ◆ Mentorship and Work Placements
- ◆ The Cayman Code Academy
- ◆ STEM Programmes
- ◆ School Visits
- ◆ CV & Interview Workshops

 **ENTERPRISE CAYMAN**
Connecting Caymanians with Opportunities
Cayman Enterprise City


innovate@caymanenterprisecity.com
www.enterprisecayman.ky


Pop-up Banners

**ENTERPRISE
CAYMAN**
Connecting Caymanians with Opportunities
Cayman Enterprise City

What does **your future** look like?

Start Today!
EnterpriseCayman.ky



**CAYMAN
ENTERPRISE
CITY**
Special Economic Zones

Let's Talk
Innovate@CaymanEnterpriseCity.com
(345) 945-3722



What We Do


Internships


Mentorships &
Work Placements


Career Fairs &
School Programmes


Cayman Code
Academy


STEM Programmes &
Outreach Initiatives


Helpful
Resources

With an eye to the future,
Cayman Enterprise City is helping
Cayman's next generation of
local talent find job opportunities
within the special economic zone.

**CAYMAN
ENTERPRISE
CITY**
Special Economic Zones


**ENTERPRISE
CAYMAN**
Connecting Caymanians with Opportunities
Cayman Enterprise City

www.EnterpriseCayman.ky

February 2020



March 2020



A promotional graphic for temporary jobs. It features a background image of water ripples. Overlaid on this is a large, thin black rectangular frame. Inside the frame, the text "Temporary Jobs Available" is written in a large, dark, sans-serif font. In the bottom right corner of the frame, there is a small, dark, stylized logo that resembles a five-pointed star or a flower.

caymanenterprisecity • Follow

caymanenterprisecity Temporary jobs available within Cayman Tech City! Special economic zone company, is offering two temporary job opportunities for individuals who may be in need of employment during the COVID-19 pandemic. Positions are available in software development as well as marketing & business development. If you, or someone you know, might be in need of temporary remote employment please see details and apply online on our website. #GrandCayman #jobopportunity #TechCityCayman #CaymanTechCity

4d

21 likes
4 DAYS AGO



A photograph of a child's hands interacting with a tablet. The tablet screen displays a colorful, block-based coding interface. At the top of the screen, there is a logo for "kids who CODE" with the tagline "key strokes matter". The logo features a stylized blue head with glasses. The coding interface includes various colored blocks (blue, orange, green) and a "Tilt Game 1" title. A green clip is attached to the top left corner of the tablet.

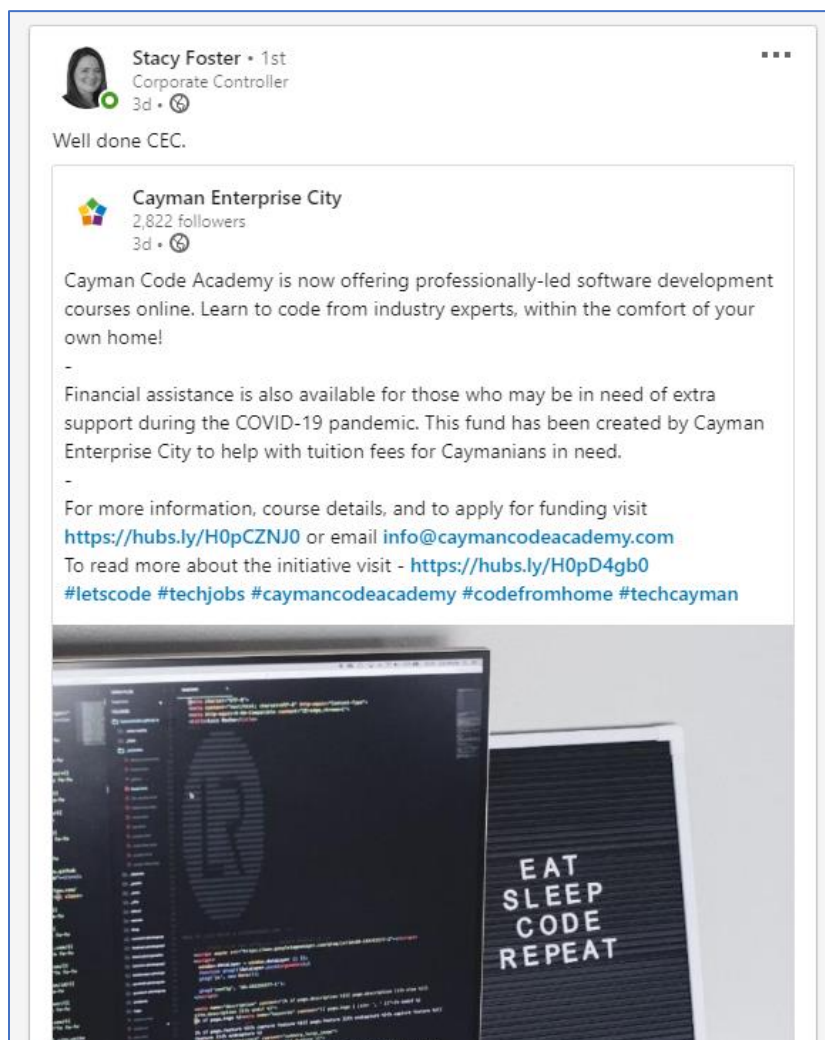
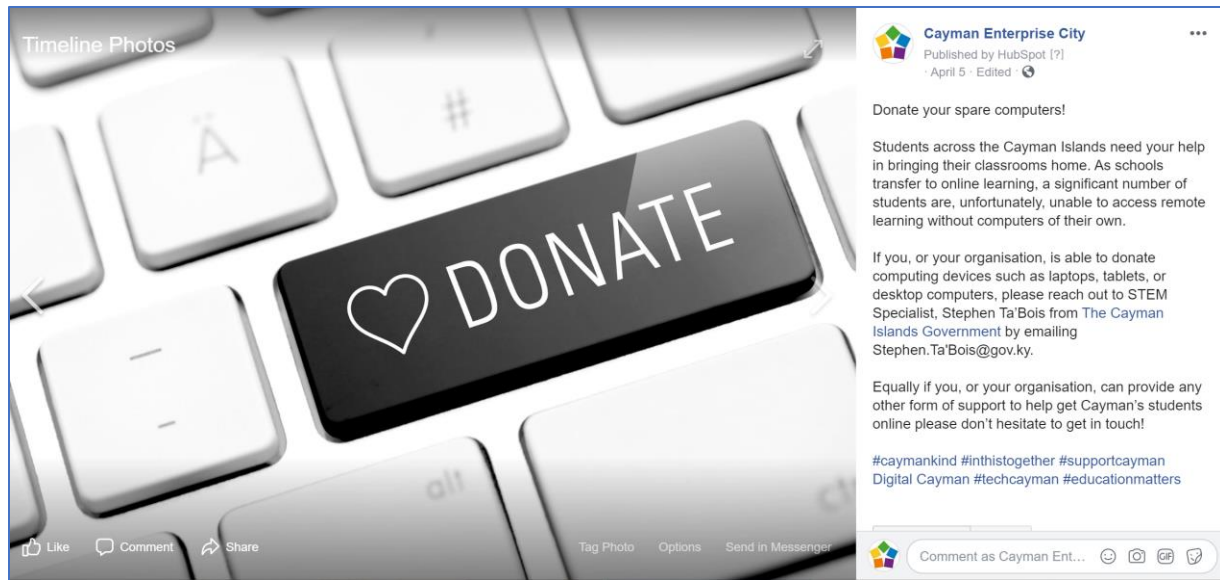
caymanenterprisecity • Follow

caymanenterprisecity Adjusting to having kids at home all day while you work? Looking for extra curriculum activities to keep them entertained? Thankfully, Kids Who Code is now offering online learning for ages 7-12. An opportunity for kids to create their own game! All they need is a laptop. The online workshop will be hosted every Saturday for two hours. If you're interested to register please visit them at @kidswho_code #CodeGames #Techopportunities #LeraningisFun #ComputerGames

5d

11 likes
5 DAYS AGO

April 2020



May 2020

**Cayman Enterprise City**

Published by HubSpot [?] · 18 hrs · 

Have you ever wondered what employers are looking for during the interview process or when reviewing a CV? Find out as Cayman Enterprise City and [Nova](#) host a virtual workshop all about CV's and job interviews.

-

Participants will also get an opportunity to book a one-on-one session with a professional recruiter from Nova to make sure your CV is workforce ready. Interested in attending? RSVP to innovate@caymanenterprisecity.com

13.05.2020 • 1:00 PM


What Are Employers Looking For?

Join us for a free
CV & interview workshop

riseCity/

HubSpot

Did you find this workshop useful?




Happy

Can you tell us why you scored us so highly?

Hello, The meeting was very informative and interactive, and we felt as if our concerns were important. There was also reassurance that by preparing during this lockdown and learning new skills we can be successful in the long-term.

June 2020



Cayman Enterprise City
Published by HubSpot [?]
· June 7 · Edited ·

Land your dream job with the help from The Cayman Code Academy!
Coding skills have never been more in-demand. Learn everything you need to take your career to the next level by visiting their website
<https://hubs.ly/H0r1NbN0>
Classes range from beginner level to advanced courses on continued education.
Last chance to register for the month of May is this week.
#learntocode

Tag Photo Add Location Edit

162 People Reached 1 Engagement **Boost Post**


Like Comment Share

Comment as Cayman Ent...

July 2020

Donna Goodall ▼ 1:09 PM

Did you find this workshop useful?


Happy

Can you tell us why you scored us so highly?

Very informative.

Submitted on Thursday, July 30, 2020 10:36 AM



Jayda Powery • 2nd
Account Manager at Lustic Media
1d • 🌐

I highly recommend college/uni students to apply for the Summer in the City internship programme!

There are so many opportunities, especially in tech, that I was not aware of until interning at CEC a few years ago.

Not only will you gain great experience to add to your CV but you'll also be exposed to new and exciting industries.



Cayman Enterprise City
3,059 followers
3d • 🌐

As a growing special economic zone in the Cayman Islands, a facilitator of rapid economic diversification, and home to a dynamic network of innovators and entrepreneurs, Cayman Enterprise City continues to bring new and innovative career opportunities to Caymanians.

-

With the development of Enterprise Cayman, a workforce development bureau partnership between CEC and the Cayman Islands Government that was established in 2012.

-

To learn more about how CEC is connecting Caymanians with innovative opportunities, we invite you to read the Enterprise Cayman 2019 Report:


<https://hubs.li/H0svmKM0>



August 2020



90
NORTH CHURCH STREET

 **CAYMAN ENTERPRISE CITY**
Special Economic Zones

Borrelli Walsh 保華	WH Intermediate Holdings Ltd.
Millennium BCP Bank & Trust	HSBC
AO Trust Company	Chamber Pension Plan
Trident Properties	Cayman Law
Cayman Code Academy	Digital Cayman

21,833
People Reached

2,690
Engagements

[Boost Again](#)

Boosted on Aug 25, 2020
By Bianca Teresa

Finishes in 6 days

People Reached	21.7K	Post Engagement	1.4K
----------------	--------------	-----------------	-------------

[View Results](#)

 **You and 242 others**

10 Comments 6 Shares

Did you find this workshop useful?



Happy

Can you tell us why you scored us so highly?

There were a lot of information given that suits exactly where I want to take my career path.

Andreanna Green



Happy

Can you tell us why you scored us so highly?

Great insight into the winding journey that is a career in marketing, from several highly qualified instructors.

Most Relevant ▼



Tracey Pilkey-Patino • 1st

Business Relationship Manager Cyber Security Solution Specialist IT Cons...

1d ...

Creating interest and introducing the young minds of the future to technology is key for the great minds of the next generation. Thank you CEC for the great opportunity you are offering these new leaders of the future.

Like | Reply



Douglas Ring, BBM, MBA • 2nd

Innovative Network Operations & Technology Executive Leader

1d ...

Well Done CEC! You never know when you'll create a spark that will ignite a passion in a child that they will carry with them into a future career in STEM.

Like · 🍷 1 | Reply



September 2020

Did you find this session useful?

Happy

Can you tell us why you scored us so highly?

Very informative session. Well organized and managed.
Thank you!

Home › Business › New cyber-security course at Cayman Code Academy



Business

New cyber-security course at Cayman Code Academy

By Staff - September 23, 2020



The Cayman Code Academy has announced new cyber-security education programmes.

Participants will be able to interact in real-time with a team of tech instructors. Flexible course schedules will allow individuals working full-time to register for evening or weekend classes.

The coding school, sponsored by Cayman Enterprise City and powered by Code Fellows, features professional cyber-security instructors from global tech firms including Microsoft and Google.

Looking for a new home?

REAL ESTATE

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RE/MAX
CAYMAN ISLANDS Member of CIBRE

VIEW ALL NEW (DUE NOW)

SUBSCRIBE TO THE COMPASS NEWSLETTER

<https://www.caymancompass.com/2020/09/23/new-cybersecurity-course-at-cayman-code-academy/>

Cayman Coding Academy offering cybersecurity education

LOOP NEWS

CREATED : 26 SEPTEMBER 2020

COMMUNITY



The [Cayman Code Academy \(CCA\)](#), a coding school sponsored by [Cayman Enterprise City \(CEC\)](#) and powered by [Code Fellows](#), recently announced new Cybersecurity education programmes. Participants can interact in real-time with a team of leading tech instructors and flexible course schedules allow individuals working full time to register for evening and/or weekend tracks. Professional cybersecurity instructors, many of which work within significant global tech firms including Microsoft and Google, ensure all graduates are fully-equipped for a careers in technology and risk management.

CCA programming, which falls under the Enterprise Cayman workforce development initiatives by CEC, invites Caymanians and residents of all backgrounds to obtain valuable tech education “so that Cayman’s workforce can meet the demands of Cayman’s growing tech industry,” explained Charlie Kirkconnell CEC’s Chief Executive Officer. “As CEC’s special economic zone, Cayman Tech City, grows and job opportunities in tech become increasingly available we want to ensure that Cayman’s workforce has access to globally recognised, professionally led tech

October 2020




November 2020

Recommendations

Ask for a recommendation [Recommend Alyssa](#)


Received (2)

Given (0)



Bianca Mora
Marketing & Public Engagement Manager
October 29, 2020, Bianca managed Alyssa directly

It was a pleasure working with Alyssa Ebanks in 2020 when she held the position of Cayman Enterprise City (CEC) Digital Marketing & Public Engagement Intern. Her exceptional leadership qualities and people skills really set her apart. She was able to take multiple projects on and deliver results in a timely manner. I can firmly recommend Alyssa and believe that she will be an asset to any organisation. [See less](#)



Kaitlyn Elphinstone
Marketing & Public Relations Professional + Visual Artist
October 28, 2020, Kaitlyn was Alyssa's mentor

Alyssa is passionate about positively impacting our wider community! She's resourceful, dynamic, and has a particular ability with problem solving. Alyssa's hard work, dedication and support was greatly appreciated during her internship placement with CEC. She transitioned seamlessly into her role within the fast-paced organisation and was able to demonstrate her keen ability to work independently and in teams while supporting the strategic objectives of CEC's marketing and public engagement departments. [See less](#)

Recommendations

Ask for a recommendation

[Recommend Cordell](#)

Received (1)

Given (0)



Bianca Mora

Marketing & Public
Engagement Manager

October 5, 2020, Bianca was
Cordell's mentor

Cordell was awarded the Cayman Enterprise City scholarship to attend the Cayman Code Academy in the summer of 2020. Cordell submitted an exceptional application which showed great written abilities, drive and professionalism.

Since the scholarship Cordell has gone on to complete various courses in the Cayman Code Academy while juggling full time work and a mentorship. His perseverance has led him to land other exciting opportunities and I look forward to seeing what the future brings for him. [See less](#)

December 2020

[Home](#) > [Business](#) > [Business design competition announced](#)

Business

Business design competition announced

By **Staff** - December 22, 2020

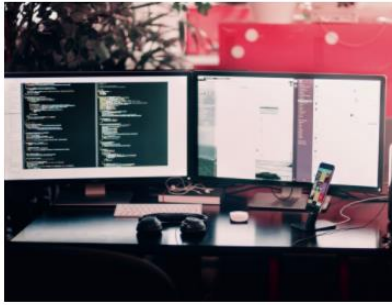


Creative individuals, businesses, and entrepreneurs are invited to take part in the inaugural Cayman Islands Business Design Competition competition to help jump-start their next business idea.

The competition is an initiative by Enterprise Cayman, which aims to provide Caymanians with opportunities within the Cayman Enterprise City special economic zones.

<https://www.caymancompass.com/2020/12/22/business-design-competition-announced/>

2020 Headlines



NEWS | 2 MIN READ

Cayman Enterprise City Launches Code Education Fund

Expert-led online software development courses and financial assistance funds are now available to help jobseekers gain valuable remote technology ...



NEWS | 1 MIN READ

Remote Mentorship Opportunities Now Available

Cayman Enterprise City Announces Remote Mentorship Opportunities and Extends 'Summer in the City' Internship Deadline The Cayman Enterprise City ...



NEWS | 2 MIN READ

Enterprise Cayman Workforce Development Initiative Expands Programme to Include Work Placements and Mentorships.

Ryan Watson, Aaron Santamaria and Charlie Kirkconnell at Radio Cayman talking about 'Summer in the City' Internship experience.



ENTERPRISE CAYMAN (OUTREACH) | 5 MIN READ

Building Opportunity Within the Cayman Islands

As a growing special economic zone in the Cayman Islands, a facilitator of rapid economic diversification, and home to a dynamic network of ...



NEWS | 2 MIN READ

Cayman Enterprise City Teams up With UCCI for 2020 STEM Summer Camp Programme

Applications are now open for the 2020 University College of the Cayman Islands (UCCI) 'STEM Summer Camp. Running from Aug. 10 - 14, the camp ...



NEWS | 2 MIN READ

Supporting our Community and Making an Economic Impact

Economic Impact Report by Charlie Kirkconnell, CEO Cayman Enterprise City (CEC) Special economic zones and creative entrepreneurs are helping to ...



ENTERPRISE CAYMAN (OUTREACH) | 3 MIN READ

My Summer Internship Placement With Cayman Enterprise City

Hi, I am Alyssa J. Ebanks - a 2020 graduate from Brock University and Niagara College in Ontario, Canada. I obtained a BA and Advanced Diploma in ...



NEWS | 1 MIN READ

Cayman Code Academy Announces New 'Cybersecurity' Courses

Financial Assistance for Code and Cybersecurity Courses Available Now from Cayman Enterprise City.



ENTERPRISE CAYMAN (OUTREACH) | 3 MIN READ

Meet Cordell Andrade: From National Football Player to Software Engineer

Introducing Caymanian born Cordell Andrade. Cordell first heard of the Cayman Code Academy (CCA) through researching available courses on computer ...

2020 Photos





The Role of Tech in Cayman's Economic Recovery

