

2019

REPORT



ENTERPRISE CAYMAN

CAYMAN ENTERPRISE CITY CAREER DEVELOPMENT BUREAU



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



**CAYMAN
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Special Economic Zones

Introduction

2019 was a significant year for the development of Cayman Enterprise City (CEC) as a leading attractor of foreign direct investment (FDI), a [facilitator of rapid economic diversification](#), and home to a dynamic network of innovators and entrepreneurs. CEC continues to bring new and innovative career opportunities to Caymanians, and CEC's **Enterprise Cayman** programming actively endeavours to [connect Cayman's workforce](#) to CEC's vibrant book of knowledge-based industries and growing community of global entrepreneurs.

March 2019, marked [Women Code\(Cayman\)'s first public social event](#) which welcomed over 30 women to learn about Cayman's fastest growing network of female professionals. The initiative founded by The Ministry of Community Affairs, Cartan, Walkers and CEC hosts free workshops, introduces participants to programming and provides a supportive network for women who are learning to code. [The initiative has rapidly expanded into a dynamic platform](#) which is empowering youth, men, and women to explore the fundamentals of code and encouraging professional growth within the technology sector.

In July 2019, CEC [launched a series of live public discussions](#) specifically designed for Cayman's growing community of entrepreneurs and technology professionals. The widely popular, Tech Talks, have welcomed a significant number of recent graduates and young Caymanians to participate in community [roundtable discussions](#) and Q&A sessions. Moreover, the monthly series of events provides new and regular opportunities for Caymanians to network and engage with industry experts and accomplished entrepreneurs.

In August 2019, CEC partnered with University College of the Cayman Islands (UCCI) and globally recognised code school based in Seattle, [Code Fellows](#), to [launch the Cayman Islands Code Academy](#) (CCA). CCA opened its doors with a core goal, to provide engaging learning opportunities for Caymanians to become work-ready programmers and software engineers. [101 and 102 courses were offered](#), which provided students with professionally led classes and access to industry-leading expertise within the Cayman Tech City special economic zone. This programme, in addition to ongoing partner programmes and STEM initiatives, has allowed CEC to expand on career-ready training in direct relation to job opportunities that are currently available within the CEC special economic zone (SEZs).

In October 2019, CEC was [recognised with six Global Free Zones of the Year Awards by the Financial Times' fDi Magazine](#). Awarded annually, the distinctions honour the top free zones in the world. Three of the Free Zone Awards were awarded on account of CEC's Enterprise Cayman outreach initiatives and include, Bespoke Award for Skills Development, Bespoke Award for Diversity Initiatives, and Bespoke Award for Development of Technology. We are honoured to receive global recognition and are particularly honoured to receive awards for our Enterprise Cayman initiatives, which are designed to ensure that everyone has access to quality learning experiences and opportunities to pursue dynamic careers available within CEC's growing SEZs.

In 2019, CEC launched new initiatives and made impactful programme expansions. We are grateful for the continued support of the Cayman Islands Government (CIG) who have helped us to achieve these notable milestones and make our vision a reality. We look forward to together building the future home of Cayman's vibrant knowledge-based community and nurturing Cayman's workforce so that aspiring Caymanians may embark on innovative careers of the future and become significant contributors in our global economy.

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 covers the 2019 period.

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 SEZs. 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 partnership between CEC and CIG that was established in 2012. Initially, the initiative included two CIG representatives however, although recent attempts at securing representatives from CIG have been made, Enterprise Cayman has been predominantly led by CEC representatives and employees. Partnerships with governmental departments including the Workforce Opportunities & Residency Cayman (WORC), and private sector agencies have been made to assist with training initiatives, programme development, and support CEC's efforts to aid in the employment and advancement of Caymanians in the SEZs.

Strategic plans and objectives for the Enterprise Cayman initiative have been developed by CEC management based on feedback received directly from SEZ community members, governmental departments, educators, recruitment professionals, and industry leaders.

Enterprise Cayman's primary focus has been to help young Caymanians, including those who wish to retool 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, helping students and recent graduates acquire resume writing skills, job interview techniques, and networking skills needed to pursue technology-driven careers. Additionally, Enterprise Cayman offers an annual summer internship program for youth ages 18 to 25, hosts an online jobs portal, presents SEZ opportunities to school groups, offers mentorships, work placement opportunities and facilitates coding workshops.

During the 2018 period, CEC allocated additional human resources towards Enterprise Cayman to expand the initiatives' reach and scope by hiring a Marketing and Public Engagement Officer. In October 2019, CEC expanded this into a managerial position where the candidate is directly tasked with furthering the development of Enterprise Cayman through new programming, increased marketing efforts, and added community engagement.

CEC has responded to the growing demand for upskilling Cayman's workforce, for reskilling those wishing to pursue technology-driven careers, for supporting those who wish to secure available opportunities within Cayman's SEZs, and for raising awareness of new career possibilities that are now becoming increasingly available to the next generation of Caymanians. We believe that CEC has gone above and beyond the obligations outlined in schedule three of the Amended and Restated Definitive Agreement to meet this growing demand.

Scholarships

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

CEC has supported Caymanian students through several educational sponsored programmes and opportunities. In 2019, CEC launched the CCA to meet the significant demand for experienced coders within Cayman Tech City and interest from Cayman's students. CEC worked closely with UCCI faculty and newly appointed President, Dr Stacy McAfee, on the CCA programme that launched in October 2019. For additional programme details, please see **SECTION TWO, OBLIGATION II**.

CEC's Enterprise Cayman initiative also helps to connect CAA graduates with internships, mentorships, work placements, and available coding careers within Cayman Tech City. Additionally, CEC will support Caymanian CAA graduates who are interested in launching their own start-up business within Cayman Tech City by way of guidance and subsidised set-up costs and office space, where applicable.

The Abbott Aerospace SEZC Scholarship [launched in Spring 2018](#) when Abbott was teaching an Engineering Management course on the UCCI campus. In 2019, the scholarship was awarded to five UCCI students. The students received scholarships from Abbott Aerospace, a SEZC operating within the CEC Maritime and Aviation City. Richard Abbott, president of Abbott Aerospace SEZC and a volunteer teacher at the university, awarded the scholarships of up to CI \$2,500 to each student in support of their college educations.

Cayman Islands Digital Economy Conference (CYDEC) Ten students were invited to attend Cayman's leading conference of technology advancements, which, in partnership with CEC, was held 20 June 2019 at the Kimpton Seafire Resort & Spa. The conference explored global trends, ground-breaking ideas and the new digital environment with blockchain, FinTech, digital education, robotics and more. Students who were awarded a scholarship to attend the conference expressed an interest in technology through the CEC 'Summer in the City' Internship Programme. CYDEC was delighted to welcome future technology professionals and invited them up on stage to talk to conference speakers such as Justin Fisher, Co-Founder and CEO of Veri Block SEZC, Nolan Baurerle, writer and researcher of CoinDesk; and Petri Basson, IT Advisor at KPMG Cayman Islands.

STEM Caribbean Conference UCCI, working together with CEC, hosted the annual STEM Caribbean Conference 8-11 October 2019. The conference attracted international recognized speakers like Don Marinelli, Billi Mattes and many others from Harrisburg University. CEC sponsored two applicants of the 'Summer in the City' Internship Programme to attend the conference. In addition, CEC community members, Jack Copper and Jamal Clarke, from Neural Studios SEZC set up a booth to discuss artificial intelligence with the attendees.

CIMPA STUDENT SPONSORSHIP This CEC-sponsored initiative started in 2018 and will annually award a Caymanian undergraduate student wishing to pursue a career in marketing to attend the [Cayman Islands Marketing Association \(CIMPA\) Marketing Conference](#) and opportunity to meet with an international guest speaker. In 2019, CEC was pleased to sponsor, Roshane McField. Roshane, an aspiring marketer, is currently pursuing his undergraduate degree in Media and Communications at the University of Greenwich, London England. CEC facilitated a meet and greet for Roshane with Alex

Ames, Director of Content and Creative Excellence at the Coca Cola Company, and Daniel Rodic, Co-Founder and CEO of Exact Media.

“I would encourage any young individual to take hold of the internship opportunities available at CEC. Being an intern at CEC exposes you to so many industry professionals right here in Cayman. This internship has truly been a memorable experience and the knowledge and skills I have gained here will stay with me for the years to come.” – Roshane Mc Field, CEC intern and recipient of the CIMPA Student Sponsorship

Higher Education Programmes

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

As 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 International College of the Cayman Islands (ICCI) and UCCI to develop higher education programming as part of the Enterprise Cayman initiative.

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. CEC is the annual sponsor of the STEM Carib Conference which annually includes two SEZ guests. In the summer of 2019, CEC assisted in the expansion of the UCCI STEM Summer Camp and again volunteered three SEZ companies to help teach classes such as Raspberry Pi, Artificial Intelligence and entrepreneurship. The goal is to ensure not only that the programme continues to grow, but that the local community directly benefits from CEC’s positive development. CEC was also pleased to have launched a code academy with UCCI in October 2019.

CODING WORKSHOPS

In March 2019, CEC launched the first **Women Code Cayman (WCC) initiative** which conducts a 12-week course designed specifically for women. The initiative, founded by The Ministry of Community Affairs, Cartan, Walkers and CEC, hosts free weekly workshops, which introduces participants to programming and provides a supportive network for women who are learning to code. The first course saw an average attendance of 15 to 27 individuals per class.

During the summer of 2019, [Code\(Cayman\)](#) launched **Youth.Code(Cayman) (YCC)**, a one-of-a-kind computer programming course that sets out to inspire Cayman’s next generation to learn to code. YCC offers an intensive introductory workshop into computer programming, game development, website and application creation, and offers ongoing one-on-one mentor support throughout the months following the program. The program is free and open to all students between the ages of 12–17 years.

CAYMAN CODE ACADEMY



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Launched in October 2019, CCA is a classroom-based coding institute that guides students from all backgrounds to change their lives through career-focused education. CCA is powered by internationally recognised code institution, [Code Fellows](#), in partnership with CEC and delivered by UCCI. The programme aims to shape passionate coders, regardless of prior coding experience, with immersive training to meet industry needs and improve diversity in Cayman's tech sector. In every course participants have access to professionally led, hands-on development experience, and build professional portfolios which assist individuals in securing quality jobs within the sector after course completion. Multiple SEZ members, including George Blake, Senior IT at [Maples Technology](#) and Ryan Watson, Director of IT & Infrastructure at [Brave Software](#), assisted as teaching assistants and speakers throughout programmes offered.

In October 2019, 25 individuals took part in introductory code courses taught by Amanda Iverson, a lead instructor of Code Fellows based in Seattle, Washington who travelled to Cayman to teach. Intermediate, advanced and professional level courses are expected to launch in 2020 and graduates will be offered internship opportunities and mentorship placements with technology companies operating within CEC's Cayman Tech City, which is now home to more than 175 tech-focused companies.

ICCI MARKETING PANEL DAY

CEC regularly presents to ICCI students to raise awareness of the growing number of career opportunities available within CEC's SEZs through the Career Readiness Day. This year, CEC community member and Founder of [CRONYX: Digital](#) SEZC, Tanya Wigmore and CEC's Vice President of Marketing and Public Engagement, Kaitlyn Elphinstone, presented at ICCI's Marketing Panel Day. The leadership panel highlighted personal stories and speakers discussed the trajectory of their careers. The common theme shared by all the panellists was based on using personal stories as a bridge to connect and relate to programme participants.

Private Sector

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

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 businesses and professionals working within CEC while 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 Cayman Islands Marketing Professionals Association (CIMPA), and local media partners.

'SUMMER IN THE CITY' INTERNSHIP PROGRAMME

2019 marks the seventh year that the CEC development project welcomed young Caymanians to participate in the annual 'Summer in the City' internship programme. The programme connects students and recent graduates with industry professionals and private partnerships within CEC's three SEZs by offering high-impact internship and mentorship placements. The highly sought-after internships placements have provided Caymanians with the opportunity to work alongside some of the world's top technology experts as well as CEC's growing team of professionals.

"The 'Summer in the City' internship program is an excellent opportunity to explore your passions, in a professional environment to ascertain if it is really for you. I would advise all eligible participants to take the opportunity and do an internship!" – Courtney Thomas, 'Summer in the City' Marketing Intern and university student.

Throughout the summer of 2019, 15 students were placed in high-impact internships, and five (33%) secured job placements. Students were placed in areas such as computer programming, artificial intelligence (AI), marketing and client services to name a few. Notable placements include global publishing and SEZ company Key Media, technology start-up company NeuralStudios SEZC, commodities-based company Metals Capital SEZC and Brave Software SEZC.

"I would not have secured an opportunity like this abroad. Being an intern at CEC has given me the chance to demonstrate my skills and meet leading industry professionals that I wouldn't normally have access to anywhere else in the world." – Matthew Elphinstone, 'Summer in the City' intern and university student.

SUMMER NETWORKING EVENT

65 students who applied to the 'Summer in the City' internship programme were invited to attend an annual 'Summer in the City' Networking Event. The event provides students with the opportunity to meet a plethora innovative SEZ entrepreneurs and business leaders from Cayman and around the globe. A unique space offering young talented individuals to practice their networking skills among CEC's wide-reaching global network.

During the event, SEZ members spoke to students about their industry, what they are working on and what a career path within their respective industries looks like. Melissa Young Sing, Vice President Digital of Key Media SEZ, a global publishing company based in CEC, attended the event and spoke about her experience of having two interns on board this summer.

"Our interns were able to report directly to supervisors based in our Toronto offices. This provided students with excellent learning experiences working remotely as part of a global team while providing our colleagues working in Toronto the opportunity to mentor and gain leadership skills." – Melissa Young Sing, Vice President Digital of Key Media SEZ

For additional details regarding the 'Summer in the City' Networking Event [click here](#).

TECH TALKS

In July 2019, CEC launched a series of live public discussions specifically designed for Cayman's growing community of entrepreneurs and technology professionals. The widely popular, Tech Talks, have welcomed a significant number of recent graduates and young Caymanians to participate in community roundtable discussions and Q&A sessions. Moreover, the monthly series of events

provides new and regular opportunities for Caymanians to network and engage with industry experts and accomplished entrepreneurs.

ROUNDTABLE DISCUSSION AND TOUR WITH ICCI

In June 2019, CEC met with ICCI to discuss further on how both entities can collaborate and create more promising initiatives for the students. The discussion outlined; satellite rooms at Strathvale House – a CEC building – so students don't have to commute to ICCI, connections to SEZ companies so that ICCI knows the type of opportunities being offered, and, lastly, an organised lunch and learn for CEC community members to attend and learn more about ICCI offerings to volunteer their time with the school. The Round the table talk took place later that year in October 2019, and provided ICCI an opportunity to hear directly from CEC community members why type of skills they are looking for during the recruitment process.

BRAVE SOFTWARE SEZC INTERNATIONAL FIELD TRIP WITH ICCI

ICCI had a wonderful opportunity to visit Brave Software San Francisco offices through the helpful introduction of CEC. Ten students and staff learned about up-and-coming technology and what it's like to work in bleeding-edge tech. This was a great moment to inspire students about these future technologies.

INTERN BRUNCH

On July 10, 2019, CEC brought together a group of nine interns, all of which partook in the 2019 'Summer in the City' internship programme. The brunch allowed all interns to learn more about each other and their respective interning experiences. The interns were able to hear and discuss everything from what their peers are currently studying to sharing what skills they learned during their time at CEC. It was an excellent new initiative which provided students with helpful feedback and gave students the opportunity to meet new friends from a diverse range of backgrounds. Charlie Kirkconnell, CEO of CEC, attended the brunch to discuss future opportunities available within the SEZs.

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. 2019 saw an increase in public engagement via email enquiries, newsletter submissions and social media engagement. CEC's Enterprise Cayman mailing list has over 500 subscribers who receive regular correspondence and news.

In 2019, CEC further developed and used the 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 well as In the Zone – CEC clients community engagement website. As of January 2020, CEC has 2,043 Facebook page followers, 856 followers on Instagram, 2595 followers on LinkedIn, and 1026 followers on Twitter. CEC expects to see a significant increase in social media engagement with the allocation of additional paid promotions for 2020. Please see **APPENDIX A** for a complete overview of news, marketing and promotions initiatives.

CEC actively promotes SEZ employment opportunities to students, recent graduates and job seekers via the Enterprise Cayman Schools Programme, the CICC Careers Expo, WORC/NWDA partnership

programmes, Cayman Compass, EdayTrade, bi-monthly newsletters, private sector collaboration, and by way of flyers, handouts, and informative emails. Please see below **SECTION TWO, OBLIGATION VI** for additional details. For details regarding recruitment and the CEC Jobs Portal please see below **SECTION THREE, 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 SEZs.*

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 the Cayman Islands as a whole. CEC has directly stimulated education and training programmes in many ways, including through public and private sector meetings and initiatives listed below.

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.

ICCI PARTNERSHIP

Every year, CEC builds on the current ICCI partnership. 2019 introduced the international field trip with Brave Software alongside a round table discussion with SEZ community members. In 2020, CEC would like to continue the above and introduce satellite rooms as well as ICCI field trips to Strathvale House, a CEC building, so that prospective students can see first-hand the type of companies set up within the zone and ask questions to leading industry professionals.

TECH HACKS FOR SOCIAL GOOD

CEC's tech community of talented developers and tech-savvy do-gooders will be taking part in Cayman Tech City first ever Hackathon Challenge in 2020. The "hacks of kindness" will help solve real-world challenges facing the Cayman Islands today. This Hack challenge has also been designed to provide community members and members of the public with an engaging opportunity to practice new skills, network with like-minded individuals, and work on a project that will positively impact the wider Cayman Islands community.

PRINT AND LOCAL ADVERTISING

CEC has set aside additional funds to increase both our print advertising on island as well as our local marketing. CEC will focus these funds on; larger Cayman Compass ads, advertising jobs via LinkedIn, running ads on high traffic radio stations, host more networking events, designing eye-catching flyers and banners for social media and print. By doing the above, CEC aims to achieve increased awareness.

ENTREPRENEURSHIP PROGRAMME

CEC is researching innovative ways to set up a program to support initiatives for self-employment and sole proprietorship of Caymanians while attracting foreign direct investment.

CODE CLUB

In response to the success of the CCA, CEC will be offering guided monthly code meetups so that the students from the CCA can stay up to date on the latest coding language as well as network and target new projects.

INCORPORATION OF VIDEO

CEC is looking to implement the use of video to Enterprise Cayman initiatives so that the engagement increases in the current opportunities being offered.

UCCI STEM PARTNERSHIP PROGRAMMES

The success of the STEM Summer Camp programme has led CEC to increase its budget to further expand into a two-week programme. One programme will be completed in July 2020 and another in August 2020. The expansion will provide a larger number of children the opportunity to learn inspiring STEM initiatives.

Please see above **SECTION TWO, OBLIGATION II. CCA PARTNERSHIP WITH UCCI** Please see above **SECTION TWO, OBLIGATION II.**

‘SUMMER IN THE CITY’ INTERNSHIP PROGRAMME

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

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 SEZs.*

As mentioned 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 launched the technology-driven industry called Digital Cayman to further increase CIG's engagement with industry professionals.

DIGITAL CAYMAN

In 2018, CEC recognised a need for increased engagement with CIG and professionals who are working within Cayman's growing digital economy. Following a meeting with CIG representatives and industry professionals held during the 2018 CYDEC, the idea of Cayman having a body that represents the growing digital sector and supports the CIG with relevant policy and legislation development was proposed, which catalysed the Digital Cayman initiative. In November 2018, a select group of top industry professionals met as a steering committee and are working towards creating a development agency/industry association to ensure the interests of Cayman's technology sector are being met and represented by the technologists themselves.

The initiative was officially announced at CYDEC in June 2019. With the support of CEC, the initiative aims to inform CIG policymakers, 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. In 2019, Digital Cayman successfully launched and consists of committees including Training and Education, Marketing and Public Relations, and Policy and Advocacy. Digital Cayman looks to officially welcome members into the association in January 2020.

SEZA REPORTS

From the inception of the CEC project, CEC has provided regular monthly reports to 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.

WORC/NWDA 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 SEZs.*

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**.

ENTERPRISE CAYMAN SCHOOLS PROGRAMME

CEC has been an active exhibitor at the Island's various 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 a number of SEZ clients regularly 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. 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.

CAREERS EXPO

Each year, CEC attends the Chamber of Commerce's 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.

In February 2019, CEC presented at the event, which had an attendance of over 800 students. CEC shared opportunities being developed in Cayman's SEZs, answered questions about how to apply for the Enterprise Cayman 'Summer in the City' internship programme, and raised awareness about the CEC online Jobs Portal. During the event, 30 students signed up to find out more about coding programmes and courses and received three internship applications. Read more about the 2019 Careers Expo [here](#).

***"Many SEZ companies are looking for enthusiastic individuals who knows the fundamentals and have basic coding skills. Employers can then train graduates to code for their companies. Cayman's Digital Economy is flourishing, and we want to ensure that the next generation is ready to jump in and be a part of it."** - CEC's Marketing & Public Engagement Officer, Bianca Mora*

WORC WORKSHOPS

All students who apply to the Internship programme are invited to attend a special networking event as well as specialised training courses facilitated by the WORC, formerly known as the NWDA. The workshop was led by Dianne Connolly and covered a variety of topics which include employers' expectations, interview tips and how to dress, along with CV and resume building tips.

FLYERS & HANDOUTS

CEC staff 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. CEC has seen demand for student and teacher resources and has made these handouts accessible online at www.enterprisecayman.ky.

PRIVATE SECTOR COLLABORATION

Please see details above under **SECTION TWO, OBLIGATION III. WORC/NWDA PARTNERSHIP**

PROGRAMMES

Please see details above under **SECTION TWO, OBLIGATION V.**

Electronic Database

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

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 now 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 every month. CEC also manages an online [Jobs Portal](#) to promote available vacancies within the SEZs and posts vacancies as Cayman Compass classified adverts, on CEC's social media platforms, in monthly newsletters, and on eCayTrade. Please see additional details below regarding the Jobs Portal and recruitment efforts under **SECTION THREE, OBLIGATION II.**

DEVELOPMENT OF NEW ENTERPRISE CAYMAN WEBSITE

CEC's researched several interactive websites to refresh the look of the current Enterprise Cayman website. The website was redeveloped to achieve greater retention, interactivity and make all information easily accessible and digestible to readers. In addition, new images and initiatives have been integrated into the website.

ENTERPRISE CAYMAN MAILING LIST

In 2019, 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. Efforts were also made throughout 2019 to grow the electronic database while ensuring compliance with the EU General Data Protection Regulations (GDPR). The Enterprise Cayman CRM currently consists of over 500 individual contacts and is expected to grow substantially in 2020.

ONLINE MONITORING & FEEDBACK

Google Analytics is tracked across CEC web platforms including the Jobs Portal, the CEC website, the Enterprise Cayman webpage, and now the CEC community website "In The Zone." Additionally, social media analytics are monitored regularly. Web traffic and online engagement further assist administrators to guide programme development, and in 2020, will provide 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 SEZs.*

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 SEZs 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). With the establishment of CCA, we envision that 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**

New Programmes

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

CEC's SEZ members, educators, staff, and Enterprise Cayman participants are invited to provide feedback throughout the year, which allows experiences to inform the next steps in the development of Enterprise Cayman initiatives. 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 implemented in 2019.

PUBLIC & PRIVATE SECTOR MEETINGS

CEC has been meeting regularly institutions such as the CICC, UCCI, ICCI and WORC/NWDA to provide feedback from Clients. 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. Such events have included; Tech Talks, WCC Alumni Event, Career Fairs, Lunch & Learns, and Conferences.

WORC/NWDA PARTNERSHIP PROGRAMMES

CEC works closely with WORC (formerly NWDA) to develop programming based on the needs of the labour market in the SEZs. Throughout 2019, CEC and WORC have hosted several partnership programmes, workshops and presentations 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.

WORK PLACEMENT PROGRAMME

With the success of the 'Summer in the City' internship programme and demand from the local workforce from individuals over 25 years, CEC has developed a work placement programme designed for mature students, graduates, and those looking to retool for a career change. To ensure that the new initiative won't conflict with the 'Summer in the City' internship programme, work placements run throughout the year excluding the summer months. The focus is directed towards UCCI and ICCI graduates.

In 2019 a pilot programme was initiated and one individual over 25 years took on a Work Placement Opportunity for a one month period within the CEC Marketing Department.

MENTORSHIPS

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 an intern. As a result, CEC has implemented a mentorship programme where SEZ mentors meet with mentees 1-2 times per month. Mentors and mentees are matched to ensure that they each possess similar interests and professional sector pursuits. This experience will give participants valuable insight to make a more informed choice of study path and career.

ONLINE RESOURCE DEVELOPMENT

CEC has seen a demand from students and teachers for online resources and continues to aim to make handouts accessible via [the Enterprise Cayman webpage](#) and expanded offerings throughout 2019. Resources have been developed alongside SEZ professionals and private partner contacts such as Code Fellows.

ENTERPRISE CAYMAN NEWSLETTER

With an enhanced Enterprise Cayman CRM system and electronic database of interested participants, CEC aims to produce a quarterly newsletter 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 will also include links to current vacancies, helpful resources, and highlight upcoming events, deadlines, and Enterprise Cayman programming.

REPORTING

To assist with **SECTION TWO, OBLIGATION IV** and **OBLIGATION V** above, CEC aims to develop formal government reports and recommendations each month in addition to an annual report. These reports will 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.

CAYMAN CODE ACADEMY

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

UCCI STEM PARTNERSHIP PROGRAMME EXPANSION

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

WOMEN AND YOUTH CODE CAYMAN

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

DIGITAL CAYMAN

Please see details above under **SECTION TWO, OBLIGATION V**.

CLASSIFIED JOBS PORTAL ADVERTISING PROGRAMME

Please see details above under **SECTION THREE, OBLIGATION II**.

DEVELOPMENT OF NEW ENTERPRISE CAYMAN WEBSITE

Please see details above under **SECTION THREE, OBLIGATION VII.**

SCHEDULE THREE | SECTION THREE

Employer Registration

OBLIGATION I) *Employer Registration Process. The CCDB will create an employer account for every new Business in the SEZs. 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 tracks the number of employees, employers, and details regarding each SEZ business. New job vacancies are posted to [the CEC jobs portal](#) and regularly promoted through the CEC Marketing 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 four 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. 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 several channels which include the CEC Jobs Portal, Cayman Compass classified advertising, CEC social media platforms, monthly newsletters, eCayTrade, WORC/NWDA, UCCI, ICCI, career fairs, and via relevant industry associations. CEC also works regularly with recruitment agencies such as CML Recruitment and NOVA who assist with candidate placements and provide professional support.

JOBS PORTAL

CEC widely promotes the 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 4,790 contacts and on CEC's social media pages which include;

Facebook (1,957 followers), Twitter (1024 followers), LinkedIn (2590 followers), and Instagram (851 followers). Job vacancies are also shared with local organisations such as WORC/NWDA, UCCI, ICCI, who assist by distributing vacancies to their networks and with specific industry groups where relevant.

CLASSIFIED ADVERTISING PILOT PROGRAMME *New Initiative*

CEC continues to recognise the need to further promote the Jobs Portal and increase efforts to reach local job seekers, having made efforts previously in 2018 by running a pilot programme to advertise job opportunities with the Cayman Compass. As a result of the successful pilot programme, CEC continues to purchase and publish biweekly SEZ job advertisements and information regarding the Jobs Portal in the Cayman Compass. Through Google Analytics, CEC administrators are able to see the direct correlation between publication dates and the increase of Job Portal site visits from Cayman Islands Internet Protocol (IP) addresses. Please see **APPENDIX A** for example adverts and analytics. These paid job features are free of charge to SEZ members and have become part of CEC's recruitment service offerings.

Conclusion

“CEC’s vibrant community of 250 global businesses 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

Empowering Caymanians with the knowledge, skills and determination to obtain gainful 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 inclusive 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 nation, we need to ensure that our local workforce receives the proper support and encouragement to develop themselves into tomorrow's innovative leaders and become active contributors to our ever-evolving global economy.

Abstracts & Appendices

Appendix A – Marketing, Promotions & News

Appendix B – Quotes & Feedback

Acronyms

Cayman Code Academy (CCA)
Cayman Enterprise City (CEC)
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)
Cayman Islands Digital Economy Conference (CYDEC)
Foreign Direct Investment (FDI)
General Data Protection Regulation (GDPR)
International College of the Cayman Islands (ICCI)
Internet Protocol (IP)
John Grey High School (JGHS)
Layman E. Scott High School (LSHS)
Ministry of Commerce, Planning and Infrastructure (CPI)
National Workforce Development Agency (NWDA)
Personal Responsibility for Delivering Excellence (PRIDE)
Special Economic Zones (SEZs)
Special Economic Zone Company (SEZC)
Science, Technology, Engineering and Maths (STEM)
University College of the Cayman Islands (UCCI)
Women Code Cayman (WCC)
Workforce Opportunities & Residency Cayman (WORC)
Youth Code Cayman (YCC)
Zone Trade Certificate (ZTC)

Appendix A – Marketing, Promotions & News

January 2019

Marketing and Promotions Statistics

- Two Enterprise Cayman Events held in January (Anderson University & Client Info Session)
- Active Engagement: **11** SITC Surveys have been fully completed **30** Partook in the SITC Social
- Enterprise Cayman Emails: **258** emails were sent to announce the launch of SITC, discussed SITC with **6** different students on back and forth emails
- Paid Facebook Advertisement statics: Ran from **December 18th – January 3RD**
 - **8,521** People Reached in Grand Cayman
 - **217** Engagements
- Number of Job Postings: **One – Datos Excellence – 01/18/2019**

Anderson University Event



On Friday 11th January 2019 Cayman Enterprise City (CEC) had the pleasure of welcoming sixteen business students visiting us from Anderson University Indiana USA as part of their international MBA Programme. The students were interested in learning about Cayman's award winning special economic zones and were able to meet a couple members from our team; Charlie Kirkconnell CEO, Maria Phillip VP of Client Experience team, Kaitlyn Elphinstone Marketing Manager and Bianca Mora Public Engagement Officer. Maria led them through a tour of the facilities and introduced them to some of our CEC community members. The students then got to listen in to a sixty-minute presentation done by Charlie, Bianca and Kaitlyn. They took part in some excellent discussions about CEC and got to learn about what CEC is accomplishing here in the Cayman Islands.

Careers Guide 2020 Magazine Ad



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

Short Write Up about Summer in the City (SITC) Client Info Session

30 Client members attended the SITC information session held at Premier Wine & Spirits. We had three speakers consisting of Bianca Marketing and Public Engagement Manager at CEC, Jack Copper current CEC member who took on an intern last year via the programme, and Monique Barrett a previous intern from last summer. They all talked about why the SITC internship programme is so important and valuable in today's workforce. We got a variety of interested clients asking for follow up meetings to discuss further on how they can acquire a summer intern. The National Workforce Development Team Dianne Connolly and Paul Puckering also joined as well to talk about how the NWFD can help the special economic zone companies regarding onboarding new employees. It was also a chance to network with CEC clients.

Blog Links/Press Releases

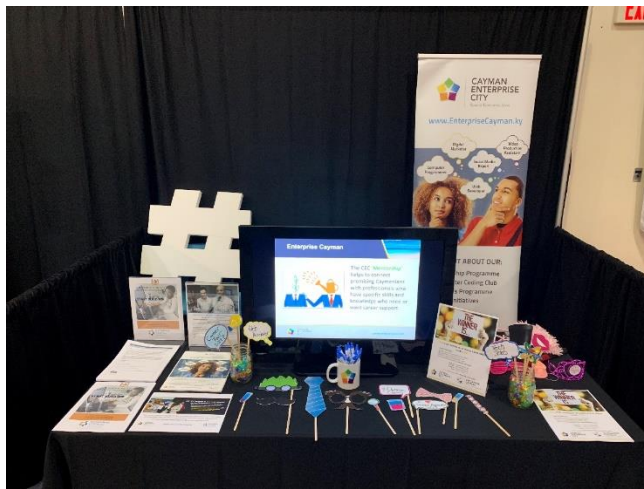
- Meet Hollie Coleman NeuralStudio SEZC second "Summer in the City" Intern!
<https://www.caymanenterprisecity.com/blog/meet-hollie-coleman-neuralstudio-sezc-second-summer-in-the-city-intern>
- "Summer in the City" Intern Receives Work Extension
<https://www.caymanenterprisecity.com/blog/summer-in-the-city-intern-receives-work-extension>
- Intern Rekindles Her Love for Design
https://www.caymanenterprisecity.com/blog/intern-love-for-design?hs_preview=MZCCZXWt-6917871840
- 2019 Summer in the City – Why you should take the plunge!
https://www.caymanenterprisecity.com/blog/2019-summer-in-the-city-why-you-should-take-the-plunge?hs_preview=dUHkCVZZ-6904849608

February 2019

Marketing and Promotions Statistics

- **Two** Career Fairs attended in February (UCCI & ICCI)
- Active Engagement at Career Fairs (500-1,000 Local Students):
- Number of Job Postings: **Two – 02/15/2019 & 02/22/2019**
- Paid Facebook Advertisement statics: One ad ran from **February 3rd – 28th 2019**
 - People Reached in Grand Cayman – **3,889**
 - Engagements - **178**
- Appeared in Cayman 27 - 30 minute on air interview – Received 5 new applications

2019 Chamber of Commerce's Career Expo at UCCI Pictures





2019 ICCI Career Readiness Day Pictures





2019 Cayman Now Interview Pictures & Link - <http://cayman27.ky/2019/02/cayman-now-cayman-enterprise-city/>



Facebook ad Caption that ran in February

Have you heard about 'Enterprise Cayman?' – A Cayman Enterprise City (CEC) initiative designed to connect 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 special economic zones. Other goals include raising local awareness of and interest in Science, Technology, Engineering and Maths (STEM) careers. Visit the link below to learn more about how Enterprise Cayman can benefit you, your friends, and your family!

<https://www.caymanenterprisecity.com/enterprise-cayman>

Blog Links/Press Releases

- Press Release for Summer in the City - <https://www.caymanenterprisecity.com/blog/registration-now-open-for-the-cayman-enterprise-city-summer-in-the-city-internship-programme>
- CEC Attends Chamber Careers Expo - <https://www.caymanenterprisecity.com/blog/cayman-enterprise-city-attends-chamber-career-expo-2019>

March 2019

Marketing and Promotions Statistics

- **One** Career Fair attended in March (John Gray Highschool)
- Active Engagement at Career Fairs (350 Local Students):
- Number of Job Postings: **Two**
- Paid Facebook Advertisement statics: One ad ran from **Monday 4th March 2019 – Targeted people living in cayman age 25-50**
 - People Reached in Grand Cayman – **377**
 - Engagements - **30**
- Women Code Cayman first ever social took part on **Thursday 12th March** with **35** attendees & **60** subscribers

2019 Women Code Cayman Meet Up Pictures & Invitation



Join Cayman's Fastest Growing Network of Female Tech Professionals

Women Code Cayman is a Cayman Islands based learning and support network dedicated to empowering women who are passionate about technology to become code leaders in Cayman's Digital Economy. We are all about shaking up the male-dominated tech world by fostering avenues for women to develop tech skills and access opportunities.

Join us at our next social!

Learn more about the Wednesday evening meetups and meet instructors, fellow women coders, and participants. **New members welcome!**

WHEN: Thursday 14th March 2019 | 5:30 PM
WHERE: Rackams - 93, N Church St, George Town
COST: Free entry - Drinks at happy hour prices
RSVP: By March 13th 2019 to b.mora@caymanenterprisecity.com



Supported by



CAYMAN
ENTERPRISE
CITY
Special Economic Zones





Facebook ad Caption that ran in March

Join Cayman's Fastest Growing Network of Female Tech Professionals.

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Cost: Free entry - Drinks at happy hour prices

RSVP: By March 13th 2019 to b.mora@caymanenterprisecity.com

2019 John Gray Highschool Career Fair Pictures





Blog Links/Press Releases

- **Press Release for Women in Science Day** – This press release got picked up by many and got two emails back from government.
- Government ended up writing own press release on the support of this new initiative WCC.

April 2019

Marketing and Promotion Statistics

- **One** Science Fair attended in April (Rotary Science Fair) – Allan Evans CEO from Fat shark spoke to 300 people (mix of kids and adults)
- Number of Job Postings: **Two**
- Paid Facebook Advertisement statics: One ad ran from **Thursday April 2019** – Targeted people living in Cayman age 25-50 and talked about the Job Portal we offer on our site
 - People Reached in Grand Cayman – **600**
 - Engagements - **65**
- Women Code Cayman classes continued with an average of **15- 27 attendees** per class.
- 10 women on the waitlist for new WCC programme starting in the fall

2019 Rotary Science Fair Pictures



Facebook ad Caption that ran in March –

Work in Cayman Enterprise City! A variety of #jobvacancies are just a click away. It's time to take the next step in your career. Current job openings below:

- Business Intelligence Analyst
- Account Manager
- IT Project Manager
- Scrum Master
- Senior Software Engineer
- Project Management Officer Administrator
- Apply today at - <https://hubs.ly/H0h0BDw0>
- #Techjobs



Cayman Enterprise City

Published by HubSpot [?] · March 28 · 🌐

...

Work in Cayman Enterprise City! A variety of [#jobvacancies](#) are just a click away. It's time to take the next step in your career. Current job openings below:

- Business Intelligence Analyst
- Account Manager
- IT Project Manager
- Scrum Master
- Senior Software Engineer
- Project Management Officer Administrator

Apply today at - <https://hubs.ly/H0h0BDw0>

[#Techjobs](#)



Blog Links/Press Releases

Government Wrote a story about Women Code Cayman: Picture of Founders below:

Left to right: Brian Lim, Bianca Mora, Brandon Caruana, Melissa Lim, Andre Ebanks
Cartan Group, Cayman Enterprise City, Walkers, The Cayman Islands Government



May 2019

Marketing and Promotions Statistics

- Number of Job Postings: Three Job Posting were placed in the portal
- Two Job postings went out on Cayman Compass
- Women Code Cayman classes continued with an average of **15- 27 attendees** per class.

- 15 women on the waitlist for new WCC programme starting in the fall

2019 ICCI Marketing Panel Pictures



Blog Links/Press Releases

- <https://www.caymanenterprisecity.com/blog/ryan-watson-brave>

June 2019

Marketing and Promotions Statistics

Met with ICCI - to discuss further on how CEC can collaborate with ICCI in more initiatives. Agreed upon the below:

- Satellite rooms at Strathvale House a Cayman Enterprise City building so students don't have to commute to ICCI
- Connected them with Brave Software company to view their offices in San Francisco at their next student teacher trip
- Organize a lunch & learn for CEC community members so that they learn more about ICCI offering. "Round the table talk"

Met with Gamers Bay – to discuss how CEC can Sponsor the 2020 event

CyDEC Conference – June 20th - Invited Stephen Ta'Bois to attend the CYDEC Conference that CEC is sponsoring this year. Stephen (STEM Specialist) attended under CEC's guest list and got to meet the additional **10** interns that were also sponsored by CEC to attend the conference.

Planned first every Intern Brunch to take place in July 2019

Code Academy – New website transformed as well as the Survey went out

Code Academy Survey Launched – 165 responses

STEM Summer Camp UCCI Facilitators Confirmed – Two special economic zone members will be facilitating this year STEM summer camp at UCCI come August. These two members are:

- Jack Copper – Neural Studio, facilitating the Raspberry Pi class
- Daria K – Maples Tech, facilitating the computer programming class

Email from Charlie to invite the Government to the Women Code Cayman Alumni Event

Hi Minister Hew and DCO Nicholson-Makasare.

We would be delighted if you could attend this event as our guests. I am not sure how much you know about the Women Code Cayman programme but hopefully you have seen at least some of the coverage in the local press.

The programme was started by Prashanth Irudayaraj, who at the time worked for a SEZ company named Keep SEZC. Prior to coming to Cayman, Prashanth was involved in delivering tech training courses in California and noticing that there were very few women in the tech industry in Cayman (which is of course not unique to Cayman), he started a small women-only coding class in CEC's boardroom at Strathvale House. Prashanth has unfortunately now left Cayman but before he left, he handed the programme over to Brandon Caruana of Cartan.

Brandon has significantly expanded the programme since taking it over earlier this year and we have supported that growth by continuing to provide the venue and by providing significant administrative and marketing support. I note that Brandon will soon be expanding the programme to kids, through a new initiative to be called Kids Code Cayman. We will support that initiative also, as part of our mission to support the growth of the digital economy in Cayman and the expanding opportunities for Caymanians that will come with that growth.

I would also like this email to serve as an introduction of Kaitlyn Elphinstone, CEC VP of Marketing and Public Engagement, and Bianca Mora, CEC Content Marketer and Public Engagement Officer. As we discussed earlier this year, we would like to establish better lines of communication between CEC and the Ministry so that the Ministry is never in the dark about the great things that are happening in the CEC special economic zones; if we could arrange a meeting with the DCO and the other relevant members of the team (and maybe even the Minister) sometime within the next week or two to discuss how best to do this, we would be delighted.

In the meantime, we hope you can join us at the Women Code Cayman event on 12 June.

Best regards,

Charlie

Meeting with ICCI



CYDEC 2019



Blog Links/Press Releases

- Women Code Cayman Alumni event blog post
<https://www.caymanenterprisecity.com/blog/women-code-cayman-celebrates-alumni>
- Women Code Cayman Group completes first full course (Cayman Compass)
<https://www.caymancompass.com/2019/06/13/women-code-cayman-group-completes-first-full-course/>

- First Group completes women's tech programme (CNSLocalLife)
<https://cnslocallife.com/2019/06/womens-tech-programme/>
- High-Tech Concepts take centre stage at CYDED 2019 (Cayman 27 News)
<http://cayman27.ky/2019/06/high-tech-concepts-take-centre-stage-at-cydec-2019/>
- Good News Editorial – (Cayman Compass)
<https://www.caymancompass.com/2019/06/19/editorial-good-news-day-a-look-at-what-is-going-right/>
- Digital Cayman to advocate for the tech industry (Cayman Compass)
<https://www.caymancompass.com/2019/06/26/digital-cayman-to-advocate-for-the-tech-industry/>
- New Conference focuses on Cayman's Digital Economy – (Cayman Compass)
<https://www.caymancompass.com/2018/06/05/new-conference-focuses-on-caymans-digital-economy/>

July 2019

Marketing and Promotions Statistics

- Number of Enterprise Cayman events (**3**):
- Active Engagement (**81**):
- Number of Job Postings: **2**

Facebook & Instagram Boost – Youth Code Cayman Registrations - \$50 USD

- **10,524** People reached in Cayman Islands
- **433** Post Engagement

Development of new Enterprise Cayman website – The marketing and public engagement manager at CEC researched different interactive websites to give a boost to our current Enterprise Cayman one. Upon further research and multiple trial's and error. We have hired a web designer to place our ideas into reality. From this we would like to achieve higher views, longer page stays as well as kids interacting more with the other initiatives being offered within EC.

Radio Interviews with UCCI on STEM summer Camp – Charlie Kirkconnell and Kristel Sanchez attended the below radio interviews to discuss the launch and CEC's involvement with the 2019 STEM Summer camp.

- Cayman Crosswalk
- Star 92.7
- Hurleys Z.99
- UCCI podcast
- Straight Talk

Tech Talk Pictures



Email written by Kern Owen thanking Charlie for the Summer in the City initiative and how it's helped his son gain valuable work experience

Hello Charlie & Bianca,

My wife Karen, Chad and I wish to thank you so much for arranging the internship with Chad last week and the week before with Neural Studio SE2C.

It was his first venture as such into the world of work, and we consider that he has grown and benefited tremendously from the experience. It has made a great impact on him based on what he told us on a daily basis, and no doubt he will remember the time he spent with the team at Neural Studio.

He has asked me to convey his personal email address to Mr. Copper for him, and since I do not have Mr. Coppers email details at hand, I would be grateful if you could forward our thanks and appreciation as well for the opportunity.

Chad's email is: chadalex345@gmail.com.

Thanks again.

Best wishes,

Kern

Intern Brunch




Intern Networking Event






Comment from Key Media Placements

**Meaghan Yuen** • 3rd+
Global Social Media and Community Manager at Key Media
5d

Proud to have been a part of [Cayman Enterprise City](#)'s Summer in the City internship program. It's been a pleasure working with [Michael Pearson](#) and a great experience supporting young people in publishing / marketing careers.

Thank you to [Melissa Young Sing](#) for helping facilitate such a great learning opportunity.

**Cayman Enterprise City**
2,329 followers
1w

Meet Michael Pearson and Courtney Thomas, the two 'Summer in the City' interns at [Key Media](#). For the past two months Michael and Courtney have interned at Key Media, a special economic zone company that specialises in the management and publication of magazines and websites, in addition to the execution of events.

Below is a couple words of what their supervisors had to say about them this summer:

"Courtney has been an amazing help during her time here. She learns incredibly quickly and requires no supervision to complete a given task. Once she has the initial guidance, she can go off on her own and complete any assignment above and beyond my expectations. During her time here, she has completed meta-descriptions, evergreen articles, white paper campaigns, and is now doing the design work in google data studio." – Jacob Reeleder, SEO Content Manager- Key Media, Toronto

"Michael is enthusiastic and eager to learn. His positive attitude is infectious and is a great addition to the social media team. It has been wonderful to see Michael take ownership of his tasks, as he takes every opportunity to continue his learning." – Meaghan Yuen, Global Social Media Manager – Key Media, Toronto

Congrats Courtney and Michael!

Blog Links

- Summer in the city intern, Matthew Elphinstone creator of Artificial Intelligence based lionfish detector returns to CEC: <https://www.caymanenterprisecity.com/blog/summer-in-the-city-intern-matthew-elphinstone-creator-of-artificial-intelligence-based-lionfish-detector-returns-to-cec>
- Code(Cayman) Launches Free Summer Computer Programming Course for Local Students: <https://www.caymanenterprisecity.com/blog/codecayman-launches-free-summer-computer-programming-course-for-local-students>
- Cayman Enterprise City Economic Impact: <https://www.caymancompass.com/2019/07/18/special-economic-zone-raises-annual-economic-impact-estimate-to-us55m/>

August 2019

Marketing and Promotions Statistics

- Number of Enterprise Cayman events **(3)**:
- Active Engagement **(67)**:
- Enterprise Cayman Emails: **(30)**
- Number of Job Postings: **(2)**

Re: Tour around Brave Software Offices - San Francisco



Steven Hollon <Steven.Hollon@brave.com>
To: Byron Coon
Cc: Asad Syed; Bianca Mora; Charles Kirkconnell; Kaitlyn Elphinstone; Melisa Hamilton; Patrice Donalds; Robert Lynch

[Reply](#) [Reply All](#) [Forward](#) [...](#)
Wed 8/7/2019 3:29 PM

Hi Dr. Coon,

We're excited to have your group in the Brave office next Monday at 4pm.

Our San Francisco office is located at 512 2nd St. San Francisco, CA 94107. We are located on the 2nd floor. My colleague Asad Syed is preparing a 10-15min presentation for the students, time for a Q&A, and we will have a few gift items for the group.

How many people in total will be with the group? Our office is relatively small, so we may need to get creative to make space for the brief presentation.

Please let us know if there's anything that we can help to answer.

Thank you,
Steven

Hello Kayren,

Thank you for the email.

We would be delighted if your daughter Emily attends the session.

However, it does start at 12:00pm today and ends at 2:00pm (2 hours long)

It will be hosted in the 4th floor at Strathvale house if she is able to make it.

She will just be needing a copy of her CV.

Best,
Bianca

From: Kayren Bodden <kayren.bodden@brave.com>
Sent: Thursday, August 22, 2019 11:35 AM
To: Bianca Mora <B.Mora@caymanenterprisecity.com>; 'Brian Tang' <brian.tang@brave.com>; 'Info | Code Cayman' <info@codecayman.com>
Cc: 'kayrenelizabeth.b@gmail.com' <kayrenelizabeth.b@gmail.com>
Subject: RE: Cayman Coding

Hi Brian, Bianca,

I just learnt that you guys are hosting a bit of an extension this week to some of the students to assists with preparing their CVs.

Can you please let me know what time you are hosting this session and if possible, could my daughter Emily possibly attend? While she is only thirteen years old, we are currently in the process of completing some application for boarding school for next year or the following year. Getting some guidance/assistance with preparing her CV would be very beneficial to Emily. It may be too late for today, but if you are possibly hosting tomorrow, please let me know if Emily could perhaps come along?

Sincerely,

Kayren Bodden, MBA
Senior Custody Officer
Corporate & Institutional Caribbean (Custody)

Steven and Asad,

On behalf of all of the staff, faculty, and students at ICCI located in the Cayman Islands, a huge thank you for being excellent hosts to our 2019 international seminar team. Keep reaching out and touching communities globally because it is, and will continue to make a difference. Our students are truly appreciative for the opportunities that our international seminars produce.

On Tue, Aug 20, 2019 at 2:30 PM Melisa Hamilton <melisa.hamilton@icci.edu.ky> wrote:

Steven and Asad,

On behalf of the Summer 2019 Seminar on Technology and Society class, and by extension, the entire International College of the Cayman Islands (ICCI), we once again extend our sincerest gratitude to you both for taking the time to present and give us a tour at Brave Software.

The students have been truly inspired (so look out for internship applications) and will now take what they have learnt from the experience to help them in their final presentations and their future endeavours.

On a side note, I am now a Brave user!

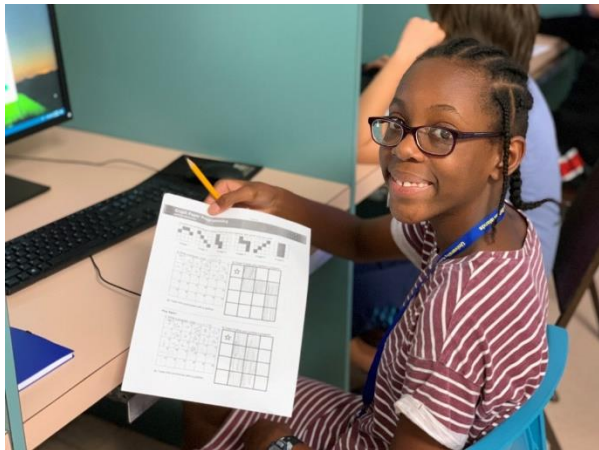
Thanks much and we look forward to more opportunities with Brave! Please see and share the attached photos of our experience with you.

--

Kind regards,

Melisa Bent-Hamilton
Registrar, International College

STEM Summer Camp with UCCI



Youth Code Cayman Summer Camp



September 2019

Marketing and Promotions Statistics

- Number of Enterprise Cayman events (2):
- Active Engagement (10):
- Enterprise Cayman Emails: (302)

Code Academy Info Session – Cayman Code Academy hosted a complimentary information seminar at UCCI. Attendees got the opportunity to ask any questions they had about the Cayman Code Academy courses while listening to Mitch Robertson, Vice President of @codefellows and Amanda Iverson, Lead Instructor. Participants ended up leaving with a better understanding of what to expect from the academy and how you can get registered for October 2019 courses.

Booked School Visits – Meeting St. Ignatius, Christian School, Red Bay Primary School. Presentation will cover - Cayman's growing tech sector and the opportunities available within Cayman Enterprise City. Will also cover opportunities for entrepreneurs, summer internships, yearly mentorships, coding programmes, work placements and our jobs portal.

The Abbot Aerospace SEZC Scholarship



CIMPA Conference 2019



Blog Links/Press Releases

- Cayman Enterprise City Host It's Annual "Summer in the City" Networking Event
 - <https://www.caymanenterprisecity.com/blog/cayman-enterprise-city-host-its-annual-summer-in-the-city-networking-event>
- Another Year with Cayman Enterprise City – This is what I learned!
 - <https://www.caymanenterprisecity.com/blog/another-year-with-cayman-enterprise-city-this-is-what-i-learned>
- Teacher Grants Scholarships to Five UCCI Students
 - <https://www.caymancompass.com/2019/09/19/teacher-grants-scholarships-to-five-ucci-students/>

October 2019

Marketing and Promotions Statistics

- Number of Enterprise Cayman events (7):
- Active Engagement (150):
- Enterprise Cayman Emails: (300)
- Number of Job Postings: (3)

School Visits – Met with 4 schools to speak with them about Digital Cayman and Cayman Enterprise City. Digital Cayman Steering committee members joined the conversation with students.

Subject: ICCI Round Table Discussion - 10/29/2019

Hello,

I would like to start off by thanking everyone for their participation at today's Lunch and Learn with ICCI.

The points raised at the meeting were not only informative to ICCI but for CEC as well.

With this said I have identified some action points on CEC's end:

- **IT Class Round Table Discussion** – The IT class of ICCI to attend a Round Table Discussion at Strathvale House with IT industry leaders. A great opportunity to network/ ask questions/ learn the current trends/ and meet the IT companies within the special economic zones.
- **Satellite Classrooms at Strathvale House** - We would also like to find out the scope for the satellite classroom at Strathvale House. Looking to get # of people in classroom, amount of nights, class times, class dates etc.
- **Mentor-Mentee Match Up**– A chance for our CEC community members to contribute two or four hours a month to mentor top achieving students at ICCI. Mentorships will consist of one workplace visit each month for a period of time. We will gather the interested CEC candidates and create the placement with student interests.
- **Entrepreneurship Guest Speakers** – CEC is home to many entrepreneurs. A chance for interested CEC entrepreneurs to speak at ICCI and inspire/ ignite the young minds interested in creating their own business. Transferring knowledge of what they have learned the do's and don't's/ What it takes etc.
- **Career Readiness Speakers** – Interested CEC community members to attend a quarterly Career Readiness day to speak to students about what their career entails and how they got there. (Real time case studies /story telling)

These are just some points that I have placed down and can be implemented easily. I am happy to start placing some things through. So if you are interested in participating in one or more of the above do let me know.

Looking forward to hearing back,

PS: CC'ed to this email is also Theresa Thomas – Unfortunately something came up and she was unable to attend today's discussion. However, she has expressed interest in still helping out in our collaboration with ICCI.

Warm regards,
Bianca

 You replied to this message on 11/4/2019 4:42 PM.

Bianca:

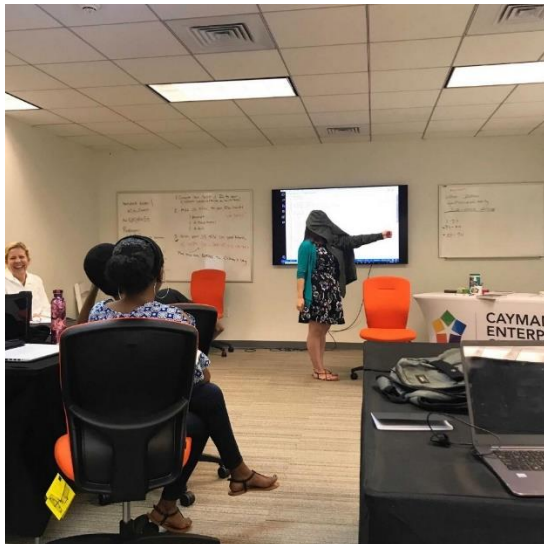
Thank you so much for the Round Table Discussion and Lunch that was hosted by CEC. The discussion was very rich in content with so many take aways. ICCI looks forward to our continued pursuit in partnering with CEC to help advance tertiary education in the cayman islands.

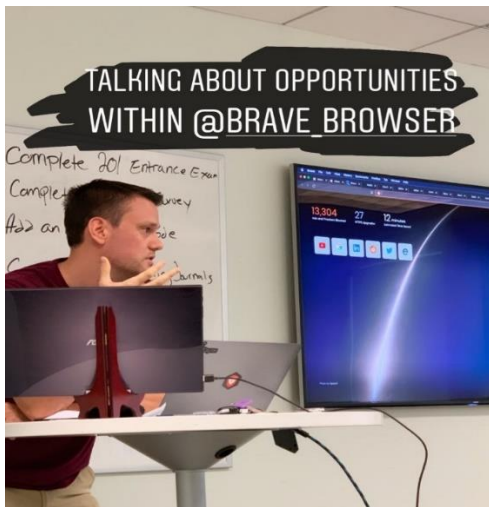
--

With kindest regards,
Dr. Coon, PhD
President, ICCI

595 Hirst Road, Newlands
P.O. Box 136 Grand Cayman KY1-1501 Cayman Islands
Campus: 345.947.1100
Direct: 345-640-8107

Cayman Code Academy Pictures





Blog Link

- Caymanian Student Interns with 2 Innovative Special Economic Zone Companies
<https://www.caymanenterprisecity.com/blog/innovative-summer-internships>

November 2019

Marketing and Promotions Statistics

- Number of Enterprise Cayman events (0):
- Enterprise Cayman Emails: (341)
- Number of Job Postings: (4)

Two Youth Code Cayman summer graduates partake in fall internship with Uniregistry company – Photos



INTERNSHIP
UNIREGISTRY

Blog Links/Press Releases

Cayman Code Academy Welcomes 25 new Cayman Based programmers

<https://www.caymanenterprisecity.com/blog/cayman-code-academy-welcomes-25-new-cayman-based-programmers>

My Cayman Enterprise City 'Summer in the City' Experience

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

Appendix B – Quotes and Feedback

February 2019

Cayman Enterprise City Attends Chamber Career Expo 2019

<https://www.caymanenterprisecity.com/blog/cayman-enterprise-city-attends-chamber-career-expo-2019>

“The CEC team continually strives to connect students and job seekers with internships and employment opportunities within the special economic zones and the Chamber of Commerce’s annual Career’s Expo is the perfect platform to connect with hundreds of students. It was a thrill to speak with so many creative individuals and let them know about available technology careers and innovative opportunities within CEC,” explained Mora.

“Many special economic zone companies are looking for enthusiastic individuals who knows the fundamentals and have basic coding skills. Employers can then train graduates to code for their companies. Cayman’s Digital Economy is flourishing and we want to ensure that the next generation is ready to jump in and be a part of it. Watch this space for more details,” added Mora.

March 2019

Cayman Enterprise City is Championing Women In Technology

<https://www.caymanenterprisecity.com/blog/cayman-enterprise-city-is-championing-women-in-technology>

“We are all about shaking up the male-dominated tech world by fostering avenues for women to develop tech skills and access opportunities that are being created within CEC’s Cayman Tech City,” said CEC’s Public Engagement Officer Bianca Mora. “We’re helping to create and endorse a growing number of female role models and advocates in technology, while evening out the gender ratio in Cayman’s tech scene.”

“As a country we need to ensure that everyone receives the right support and encouragement to realise their hopes and dreams of becoming active contributors to our ever-evolving global digital economy. We are proud to be a part of the Women Code Cayman initiative,” said CEC’s CEO Charlie Krikconnell.

“CEC is adamant on building a community where mutual respect on a peer to peer level is focused on character over gender. Currently 26% of individuals working within CEC’s Cayman Tech City are female and part of a global industry where, according to a recent [study by ISACA](#), only 21% of tech executives are women and only 8% have never experienced gender bias in the workplace,” said CEC’s Vice President of Marketing and Public Engagement, Kaitlyn Elphinstone.

Registrations Now Open for the ‘Summer in the City’ Internship Programme

<https://www.caymanenterprisecity.com/blog/registration-now-open-for-the-cayman-enterprise-city-summer-in-the-city-internship-programme>

“CEC’s vibrant community of [250 global businesses](#) offers the perfect opportunity for young Caymanians to connect with leading industry professionals and gain the skills and experience to pursue creative careers within our growing digital economy,” explains Charlie Kirkconnell Chief Executive Officer of CEC. “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.”

“It’s important that we’re not only connecting students with work experience opportunities but are also ensuring that participants know how to positively engage in a global business environment and are equipped with the work readiness skills required to take on high-impact internship placements within CEC,” said Dianne Conolly, National Training and Development Manager.

June 2019

Women Code Cayman Celebrates Alumni

<https://www.caymanenterprisecity.com/blog/women-code-cayman-celebrates-alumni>

“The class is truly welcoming for everyone, regardless of age or background,” explained Veronica Arboleda who was one of the recent Women Code Cayman graduates. “The programme is an excellent opportunity for individuals who want to think outside of the box. It has challenged us to learn about, and question, recent innovations that are currently impacting our digital world.”

Hon. Joseph Hew the Minister of Commerce, Planning and Infrastructure was in attendance along with Senior Policy Analyst, Karlene Bramwell and Manager, Lois Kellyman for the Gender Affairs Unit, Ministry of Community Affairs. “The Gender Affairs Unit has been extremely delighted to play a role in this partnership and we hope to continue to support the growth and development of this initiative,” said Bramwell. “We applaud the entities and volunteer facilitators for their dedication and are very proud of the commitment and achievements of the participants.”

July 2019

Code Cayman Launches Free Summer Computer Programming Course for Local Students

<https://www.caymanenterprisecity.com/blog/codecayman-launches-free-summer-computer-programming-course-for-local-students>

“Every 21st century child should have a chance to learn about algorithms, how to make an application, or how the internet works,” explains Brandon Caruana, Director of Code (Cayman) and Managing Member of Cartan Group. “As a group we are passionate about technology, software, security, cryptography, hardware and making technology accessible to everyone.”

Caruana will also lead the youth program. “We are excited about taking some of the best and brightest students in our community and building a long-term support infrastructure and community for the next generation of Cayman-based technology companies,” he adds.

Matthew Elphinstone Creator of Artificial Intelligence Based Lionfish Detector Returns to CEC

<https://www.caymanenterprisecity.com/blog/summer-in-the-city-intern-matthew-elphinstone-creator-of-artificial-intelligence-based-lionfish-detector-returns-to-cec>

“I would not have gotten an opportunity like this abroad if it wasn’t for this experience. Being an intern at CEC has given me the chance to demonstrate my skills and meet leading industry professionals that I wouldn’t normally have access too anywhere else in the world,” said Elphinstone.

August 2019

An Internship Like No Other

<https://www.caymanenterprisecity.com/blog/janelle-woods-internship>

Global Software Company ‘Brave’ Welcomes Three Interns

<https://www.caymanenterprisecity.com/blog/global-software-company-brave-welcomes-three-interns-for-the-summer-in-the-city-internship-programme>

Avid programmer, Aaron Santamaria, 22, is a recent graduate who majored in Computer Science at the University of Bristol, United Kingdom. When asked what expectations did he have before starting his internship at Brave Software, Aron replied “I felt like I had to be an expert and be on top of everything, but it turned out to be more relaxed than I thought and everyone is welcoming,” said Santamaria.

Cayman Prep graduate, Alisalee Aaron, 18, will begin her studies abroad majoring in Computer Science at the Rochester Institute of Technology, USA. Alisalee credits CEC for her time at Brave and the knowledge and guidance it has given her as she moves towards her studies this fall. “When they interviewed me, I really liked how they knew I was coming with limited knowledge, but they still took me on,” said Alisalee. “Working with Brave at CEC is preparing me well for college. I have been able to learn new things and gain skills that others my age wouldn’t be exposed to unless they started college.”

Writer and media enthusiast, Taija McRae, 19, is currently attending the University College of the Cayman Islands majoring in Literary Studies and minoring in Media Communications. Although Taija's career interest is in the field of media, Brave was impressed by her work ethic and passion to learn which resulted in her landing a spot at Brave Software. "Working along with the Brave Software team is quite exciting and interesting," said Taija. "I'm learning new things every day and things I didn't know existed before like crypto wallet and having a better understanding of crypto currency," said Taija. Last year, Taija was also handpicked through CEC's Enterprise Cayman initiative to attend the Cayman Islands Marketing Professionals Association (CIMPA) conference.

"It's always a pleasure to interact with new practitioners. I'm particularly happy that with three interns, Brave Software had a different project for each to make contributions to," said Dr. Marshall T. Rose, Principal Engineer at Brave Software International SEZC. He continued, "It is wonderful that the CEC makes this opportunity available."

This year CEC received a pool of sixty-five applicants for its 'Summer in the City' internship programme which is the highest since the programme was launched in 2012. "As new companies continue to join the CEC special economic zones, a growing number of innovative career opportunities will be created. There is currently more demand for tech talent than there is supply," said Charlie Kirkconnell, CEC's CEO. "We're committed to connecting our young adults to creative opportunities like the three placements offered this summer by Brave, one of the world's top software companies."

Cayman Enterprise City and The University of the Cayman Islands Introduces Internationally Recognised Code Programme

<https://www.caymanenterprisecity.com/blog/cayman-enterprise-city-and-the-university-college-of-the-cayman-islands-introduce-internationally-recognised-code-programme>

"With over 175 technology focused companies now established within Cayman Tech City, we think now is the perfect time to launch an in-person, immersive training programme to meet our industry's needs," said CEC's CEO Charlie Kirkconnell. "We want to ensure that Caymanians and residents of the Cayman Islands have access to quality tech-focused education so that they may become significant players in our ever-evolving global digital economy."

"Our aim is to have 20 students graduate within our first year of operation and to match and even exceed Code Fellows 93 percent job placement rate," added Kirkconnell.

"Now that our students are aware of the opportunities and we are certain of the growing demand for talented programmers, we want to ensure that we are delivering student-centered, well-resourced programming that will help graduates access tech careers and ultimately drive positive economic development, innovation, and social change," explained UCCI President and CEO, Dr. Stacy McAfee.

September 2019

Another Year with Cayman Enterprise City – This is what I have learned

<https://www.caymanenterprisecity.com/blog/another-year-with-cayman-enterprise-city-this-is-what-i-learned>

Cayman Enterprise City Hosts its Annual 'Summer in the City' Networking Event

<https://www.caymanenterprisecity.com/blog/cayman-enterprise-city-host-its-annual-summer-in-the-city-networking-event>

"Our interns were able to report directly to supervisors based in our Toronto offices, this provided students with excellent learning experiences working remotely as part of a global team, while providing our colleagues working in Toronto, the opportunity to mentor and gain leadership skills," said Melissa. Courtney Thomas and Michael Pearson two of CEC's 'Summer in the City' interns at Key Media have both made an impressive mark during their time at Key Media.

Jacob Reeleder, SEO Content Manager for Key Media, Toronto commented on his experience of having Courtney on board this summer. "Courtney has been an amazing help during her time here. She learns incredibly quickly and requires no supervision to complete a given task. Once she has the initial guidance, she is able to go off on her own and complete any assignment above and beyond my expectations. During her time here, she has completed meta-descriptions, evergreen articles, white paper campaigns, and is now doing the design work in google data studio. She has a high capacity to learn and has been adaptable and very positive during her time here," said Jacob.

Meaghan Yuen, Global Social Media Manager for Key Media, Toronto also commented on her experience of having Michael on the team this summer. "Michael is enthusiastic and eager to learn. His positive attitude is infectious and is a great addition to the social media team. It has been wonderful to see Michael take ownership of his tasks, as he takes every opportunity to continue his learning. In addition, it's given Will (social media coordinator) an opportunity to share his knowledge and grow his leadership skills. Having Will manage some of Michael's responsibilities and take on the role of a "guide"/senior colleague has increased confidence in his skills," said Meaghan.

October 2019

Caymanian Student Interns with Two Innovative Special Economic Zone Companies

<https://www.caymanenterprisecity.com/blog/innovative-summer-internships>

Cayman Code Academy Participant Quotes

"The aspects of this course that were very helpful were learning JavaScript and CSS. Everything that you needed was right there in front of you." - Xandria

"On the first day i think we got the most important tool and that's to always keep a growth mindset which will be helpful in any aspect in life." - Davian

"As a complete novice, I found the high level of support (student to teacher/TA ratio) extremely helpful." - Anna

"I found it all to be helpful. I have done little coding or programming while I was in school many years ago. So many things that i had forgotten i was able to now remember - besides i have been out of the stream of things for such along time." - Earlton

"Instructor was very interactive and made the class fun" - Earlton

"I found the use of both path and sandbox learning to effectively carry out the one-day course the most helpful within the class. It helped me understand what was going on with the coding." - Jaymar

November 2019

Cayman Code Academy Welcomes 25 New Cayman Based Programmers

<https://www.caymanenterprisecity.com/blog/cayman-code-academy-welcomes-25-new-cayman-based-programmers>

One of the first programming partnerships established in the greater Caribbean, 101 and 102 courses were offered to individuals with no prior experience to provide a sound introduction and access to industry-leading expertise. "This new network expands our knowledge and acts as an important step towards connecting with tech professionals and industry experts," explained CCA participant Anna Marie Propper. "As a complete novice, I found the high level of support and student to teacher/TA ratio extremely helpful."

"We've recognised an opportunity and growing need to produce world-class developers," said CEC's CEO Charlie Kirkconnell. "We want to provide opportunities for Caymanians and residents so that they can join global companies operating out of CEC's special economic zones and create innovative startups of their own. We're helping to diversify Cayman's economy and by offering immersive, world-renowned code education we're developing a solid platform for a vibrant technology ecosystem to thrive."

“At Code Fellows, we believe that coding isn’t just for the elite, it’s for all of us,” explained Mitchell Robertson, VP of Code Fellows who visited the Cayman Island during the introductory courses. “We know that the end goal for most students attending our schools is to secure a job in the tech industry. Coding is for everyone: the second-lifer wanting to learn a new skill; the bright woman looking to shatter the paradigm and make the industry a better place; the wrong-turn taker looking for a second chance and a brighter future; the entrepreneur looking to build a great company.”

While in Cayman, course instructor Amanda Iverson taught 25 individuals and 3 local based course instructors who are now qualified to teach Code 101: Explore Software Development and Code 102: Intro to Software Development. “I had the privilege and opportunity to work directly with many individuals in the Cayman Islands community and learn from them about who they are, what their background is, why they are interested in software development, and what they need to keep their interest in coding strong,” explained Iverson. “Everyone had something unique to bring to their career, and when working with something as flexible as technology, everyone had their own way of using it.”

My Cayman Enterprise City ‘Summer in the City’ Experience

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

December 2019

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>

Mr. Elphinstone credits CEC as a world-class destination for companies, “I would not have gotten an opportunity like this abroad if it wasn’t for this experience. It was an incredible opportunity getting the chance to demonstrate my skills and meeting leading industry professionals that I wouldn’t normally have access too anywhere else in the world,” said Mr. Elphinstone. Mr. Elphinstone will be returning this summer as a full time employee at NeuralStudios

“I’ve been able to write multiple company blogs, conduct interviews, and assist in other marketing and client experience areas to name a few,” said Mr. McField. Throughout his time at CEC, Mr. McField’s work ethic and dedication within his role highly impressed the CEC team and became one of CEC’s student scholarship attendees for the [Cayman Islands Marketing Professionals Association](#). Mr. McField’s recognition has also led him to a possible placement to intern with global publishing and SEZ company [Key Media](#) at their London office.

[Alisalee Aaron](#), a Cayman Prep graduate will begin her studies abroad majoring in Computer Science at the [Rochester Institute of Technology](#). Ms. Aaron credits CEC for her time at [Brave Software](#) and the knowledge and guidance it has given her as she moves towards her studies this fall. “When they interviewed me, I really liked how they knew I was coming with limited knowledge, but they still took me on,” said Alisalee. “Working with Brave at CEC is preparing me well for college. I have been able to learn new things and gain skills that others my age wouldn’t be exposed to unless they started college.”