



CONNECTING CAYMANIANS WITH OPPORTUNITIES



**CAYMAN  
ENTERPRISE  
CITY**  
Special Economic Zones

# Report ○ 2017-2018

Enterprise Cayman  
Cayman Enterprise City Career Development Bureau

# Introduction

Cayman Enterprise City (CEC) has achieved a number of significant milestones in its development as a leading global free zone and catalyst in bringing new and innovative opportunities to Caymanians.

In September 2018, CEC welcomed its [250th company](#) to set up a physical presence in the Cayman Islands. This vibrant new book of knowledge-based industries includes an extensive number of leading professionals working across a variety of sectors including fintech, blockchain, commodities, maritime, aviation, health sciences, media, digital marketing, amongst others. CEC's growth means an increasing number of new creative job opportunities that many young Caymanians previously had to leave Cayman to pursue.

In October 2018, CEC received global recognition by being named the [top free zone in the Americas](#) for small and medium-sized (SME) investors by fDi Magazine, a division of the Financial Times Ltd. CEC also received a 'Global Free Zone Award' from the same group commending our workforce and training development initiative known as, 'Enterprise Cayman', and our proactive approach to connecting Caymanians with opportunities within Cayman's growing special economic zones (SEZs).

In November 2018, Roy Bodden, the then President of The University College of the Cayman Islands (UCCI), presented CEC with the [President's Medal Award](#) at the 2018 Commencement Ceremony held in Sir Vassel Johnson Hall. The award was given in recognition of CEC's longstanding and on-going commitment to supporting UCCI's technology-driven programmes in science, technology, engineering and maths (STEM). The award is welcome recognition of CEC's positive impact on our community and our commitment to supporting the next generation of Caymanian innovators.

***"Your generous monetary sponsorships, and hands-on involvement, in UCCI's STEM initiatives has made it all the more possible in providing the all-encompassing platforms for attendees to learn, connect and stay updated on the ever-changing landscape of our technology-based society." – UCCI President Roy Bodden***

November 2018 also marked the beginning of construction on the first phase of CEC's master planned development project. The ceremonial groundbreaking event reaffirmed the ideals for which the new CEC campus will stand. For decades to come, CEC's award-winning free zones will serve the needs of our community by diversifying our economy, by serving as a hub for innovation, and by providing technology-driven job opportunities for Caymanians and future generations.

We are grateful for the generous support of the Cayman Islands Government (CIG) that has helped us to achieve these significant milestones and make our vision a reality. We look forward to together building the future home of Cayman's flourishing knowledge-based community and nurturing Cayman's workforce so that aspiring Caymanians may pursue innovative jobs of the future and become significant contributors in our global economy.

Charlie Kirkconnell  
Chief Executive Officer, Cayman Enterprise City

# Overview

This report focuses on CEC's achievements, strategies, resolutions, and subsequent objectives in relation to schedule three of the Amended and Restated Definitive Agreement and covers the 2017-2018 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 Special Economic Zones. CCDB will comprise up to two representatives from Government and up to three proposed by the Developer.*

**Enterprise Cayman** (also referred to as 'CCDB' in this document), is a workforce development bureau and partnerships between CEC and 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 National Workforce Development Agency (NWDA) 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 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 re-tool for a career change, acquire the skills they need to fill the jobs that are being created within Cayman's three SEZs – Cayman Tech City, Cayman Commodities & Derivatives City, and Cayman Maritime & Aviation City. Other goals include raising local awareness of and interest in Science, Technology, Engineering and Maths (STEM) careers and, in partnership with NWDA, 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, and facilitates coding workshops.

During the 2017-2018 period CEC allocated additional human resources towards Enterprise Cayman in order to further expand the initiative's reach and scope. Recruitment efforts were made throughout 2018 and in October 2018 a new Public Engagement Officer joined CEC and is currently working with CEC's Marketing Manager to implement the obligations outlined in schedule three of the Amended and Restated Definitive Agreement, build strategic framework, and develop new programming.

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.

## SCHEDULE THREE | SECTION TWO

# Scholarships

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

CEC has supported Caymanian students via a number of educational sponsored opportunities. Throughout 2017-2018, CEC was working towards a February 2018 launch of a Cayman Code Academy (CAA) to meet the significant demand for experienced coders within Cayman Tech City and interest from Cayman's students. Since January 2018, over 100 students have shown their interest in CCA by signing up to learn more. Unfortunately, due to CAA licensing delays, sponsorship funds earmarked for higher education scholarships were redirected to student sponsorship opportunities.

CEC is currently working closely with University College of the Cayman Islands (UCCI) faculty and newly appointed President Stacy MaAfee to launch the CAA programme in September 2019. For additional programme details below, please see **SECTION TWO, OBLIGATION II**. CEC has paid the USD \$15,000 license fee to enable CAA's access to Code Fellow's cutting edge and frequently updated curriculum and, once CAA is launched, will finalise a plan with UCCI for the introduction of need and merit-based scholarships.

CEC's Enterprise Cayman initiative will also help to connect CAA programme graduates with 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 as well as SEZ set-up and office space where possible.

Throughout 2017-2018 CEC sponsored students and recent graduates attended the following conferences; The Internet Marketing Association (IMA) Conference impact17; The Cayman Islands Marketing Professionals Association (CIMPA) Conference; The World Tokenomic Forum; and the d10e Conference on Decentralization. Student sponsorship opportunities for 2019 include but are not limited to; The CIMPA Conference; The World Tokenomic Forum; and Sustainatopia, one of the leading events in the world for social, financial and environmental sustainability and impact.

### IMPACT CONFERENCE SPONSORSHIP (2017)

The [Internet Marketing Association](#) (IMA) working together with CEC, hosted the international impact17 conference 26-28 April 2017 at the Kimpton Seafire Resort, Grand Cayman. The conference attracted internationally recognised speakers from Evite, Teradata, Google, MarketLinc, and more. Global internet marketers, Caymanian delegates, and sponsored attendees experienced a powerhouse of digital marketing leadership. World-known speakers ranging from tech to sports, and surprise appearances were key components for an unforgettable marketing conference.

### **d10e CONFERENCE SPONSORSHIP (2018)**

Ten students were invited to attend the leading conference on decentralization [d10e](#), which in partnership with CEC, was held at the Ritz-Carlton, Grand Cayman 27-30 January 2018. The conference explored the future of FinTech, ICOs, blockchain, the sharing economy, the future of work and disruptive culture. Students were also invited to view the ICO pitch competition where global tech start-ups competed to win a USD \$150,000 investment prize.

### **WORLD TOKENOMIC FORUM ANNUAL SUMMIT SPONSORSHIP (2018)**

The [World Tokenomic Forum](#) is the leading international organisation for enabling public-private cooperation, interoperability, and innovation as we move to a new economic order in a token and blockchain based global economy. In partnership with CEC, the [2018 Annual Summit](#) was held at the Grand Cayman Marriott Beach Resort 8-10 May 2018 and 10 students who were part of the “Summer in the City” internship programme were given the opportunity to attend the invitation only event and participate in the voting component of the “Sandcastle Start-ups Challenge” – a Shark Tank type competition where tech companies competed for USD \$250,000.

### **CIMPA STUDENT SPONSORSHIP (2018) *New Initiative***

This new CEC sponsorship initiative 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 meet with an international guest speaker. CEC was pleased to be able to make a dream come true for local student [Taija McRae](#) at the 25-26 September 2018 conference held at the Grand Cayman Marriott Beach Resort. Taija, aged 18, is currently pursuing her Associates Degree at UCCI and her dream job is to work at [Buzzfeed](#), an award-winning online media company. CEC facilitated a meet-and-greet for Taija with Buzzfeed’s Executive Creative Director, Richard Alan Reid, and sponsored the student’s attendance at the two-day marketing conference. McRae said that she was honoured to have been selected to attend the CIMPA conference and is truly thankful to CEC for supporting her career development.

*“I was able to learn so much, network with industry professionals, and meet Richard Alan Reid from Buzzfeed who invited me to apply to the Buzzfeed internship programme. I never knew there were so many opportunities and careers paths within the field of marketing. I have a lot to think about and I’m excited to start my career after graduation this summer.” – Taija McRae recipient of the CIMPA Student Sponsorship and UCCI Student*

## Higher Education Programmes

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

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

### ICCI CAREER READINESS & ADVANCEMENT FORUM

CEC regularly presents to ICCI student to raise awareness of the growing number of career opportunities available within CEC’s SEZs. At the November 2018 ICCI Career Readiness & Advancement Forum, CEC’s Chief Executive Officer and Marketing Manager presented to 78 students. Out of the 40 student who completed event surveys, 90% rated the quality of speakers at 4 or 5 on a 5-point scale and 87.5% rated the usefulness of the information presented at a 4 or 5 on a 5-point scale. Please see **APPENDIX F** for an example presentation.

CEC is in constant contact with the ICCI Director of Student Support and Career Services and regularly connects SEZ members who seek to match qualified graduates with SEZ job openings. Please see example below.

**From:** Cody Mahaffey <cmahaffey@eightpoint.ky>  
**Sent:** Tuesday, October 02, 2018 1:37 PM  
**To:** Kaitlyn Elphinstone <k.elphinstone@caymanenterprisecity.com>; Recruiting <recruiting@eightpoint.ky>  
**Cc:** Charles Kirkconnell <C.Kirkconnell@caymanenterprisecity.com>; Joydel Trail <joydel.trail@icci.edu.ky>  
**Subject:** RE: Eightpoint<>ICCI Introduction

Thanks for facilitating the introduction, Kaitlyn.

Hi Joydel. Nice to meet you via email. Eightpoint is interested in partnering with the university to explore the possibility to match qualified graduates with our job openings. I am copying in our recruiting team so that we may begin that dialog with you.

Best,  
Cody

**Cody Mahaffey**

President

[cmahaffey@eightpoint.ky](mailto:cmahaffey@eightpoint.ky)



### 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. 2018 highlights include 850 attendees and 30% increase in participation of the STEM Carib Conference, six STEM related professional development workshops for educators, and the expansion of the STEM Summer Camp from three days to five days. Please see **APPENDIX E** for a complete UCCI-CEC STEM Partnership Report.

## UCCI PRESIDENT'S AWARD

CEC was presented with the UCCI President's Medal Award at the 1 November 2018 Commencement Ceremony held in Sir Vassel Johnson Hall. The award was given in recognition of CEC's longstanding and on-going commitment to supporting UCCI's technology-driven programmes in STEM. The President's Medal is an award nominated by the UCCI President and approved by its Board of Governors which is designed to honour special contributors and benefactors for supporting the growth and development of the institution. The award was one of only three President's Medals awarded by President Bodden during his tenure, which began in 2009.

*"CEC has been humbled many times in the course of its development, but never more than in receiving the President's Medal. The award is welcome recognition of CEC's positive impact on our community and its commitment to supporting the next generation of Caymanian innovators. We look forward to what the future holds for UCCI's innovative STEM programming and we are delighted to play a supporting role in UCCI's continued success." – CEC's Chief Executive Officer Charlie Kirkconnell*

## CODING WORKSHOPS

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

## CAYMAN CODE ACADEMY (CCA) *New Initiative*



Set to launch in September 2019, CCA is designed as classroom-based coding institute that will guide students from all backgrounds to change their lives through career-focused education. CCA will be powered by internationally recognized code intuition Code Fellows in partnership with CEC and delivered by UCCI. The programme will shape passionate coders with immersive training to meet industry needs and improve diversity in Cayman's tech sector. In every course, students will access hands-on development experience, work in teams, and build professional portfolios which will assist participants to secure quality jobs within the sector after course completion. We also envision developing a scholarship fund, where direct contributions made by the industry will support career prospects of Caymanians.

Through the Enterprise Cayman initiative, CEC will connect CCA participants and alumni with job opportunities within Cayman Tech City. Additionally, CEC will help to connect UCCI with guest instructors,

teaching assistants, and volunteers who work directly within Cayman Tech City which will ultimately further engagement and support opportunities for Caymanians to secure career opportunities with the SEZs.

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

**CCA aims to have 20 to 25 graduates within the 2019-2020 academic year with a 95% job placement rate.**

## Private Sector

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

CEC works with a number of private sector organisations to increase the employment percentage of Caymanians within CEC's SEZs. The focus of private sector partnerships primarily lies with SEZ companies and professionals working within CEC. However, additional private sector partnerships include working with private schools, local and international industry bodies, institutions such as the Cayman Islands Chamber of Commerce (CICC) and the Rotary Club of Grand Cayman, website developers, and local media partners.

### **SUMMER IN THE CITY INTERNSHIP PROGRAMME**

2018 marked the sixth year that the CEC development project has welcomed young Caymanians to participate in the annual Summer in the City internship programme which has been connecting students and recent graduates with industry professionals within CEC's three SEZs and offering high-impact internships and mentorship placements. The sought-after internships placements have given Caymanians the opportunity to work alongside some of the world's top technology experts as well as CEC's growing team of professionals.

*"I would definitely recommend the programme to others – it's a jackpot of knowledge and hands-on experiences. You get to meet so many people, and with so many companies within the special economic zones who are willing to help and share knowledge with you, it is an excellent opportunity to learn and grow. I would like to thank CEC for becoming a staple to so many of Cayman's youths' lives and for involving the Enterprise Cayman initiative in so many of Cayman's programmes that help to enrich and educate the Island's residents. Thank you for giving me the opportunity to learn under the wing of your experts!" – [Thalia Rego-Ramos](#) 2013 Summer in the City intern and current UCCI Marketing Assistant*

Throughout the summer of 2018, ten students were placed with high-impact internships, two students took part in mentorship placements, and 60 students that took part in the application process were invited

to take part in the Summer in the City Networking Event. Notable placements include; [Public Health Student Learns What Med-ic® Smart Packaging Technology Can do to Help Improve the Lives of Millions](#); [Marketing Intern Puts Writing Skills to the Test](#); [Intern uses Artificial Intelligence to Create a Lionfish Recogniser](#); and [“Summer in the City” Intern Receives Work Extension](#). This summer Monique Barret was invited to extend her paid placement until December 2018 in advance of her embarking on medical programme at St. Matthew’s University. With the addition of a new CEC Public Engagement Officer we look forward to expanding the 2019 programme and working with SEZ members to match promising students and assist with converting summer internships into extended placements and full-time employment opportunities.

## **SUMMER NETWORKING EVENT**

All students who apply to the Summer in the City programme are invited to attend an annual Summer in the City [Networking Event](#). The event provides students with the opportunity to meet innovative SEZ entrepreneurs and business leaders from Cayman and around the globe and practice their networking skills. During the event two SEZ members spoke to students about their industry, what they are working on and what a career path within their respective industries looks like.

SEZ members Joanne Watters, the General Manager of Intelligent Devices SEZC Inc. (IDI) spoke about IDI’s Electronic Content Monitoring (ECM©) technology and how it’s used to track patient usage of prescribed medication. Jack Copper the CEO of NeuralStudio SEZC, who has been part of the CEC Community since 2015, discussed the new NeuralStudio.ai Azure (cloud) based portal which allows non-experts to exploit opportunities for Artificial Intelligence (AI) within their organisations. Copper also gave students tips for success and encouraged young job seekers to always strive for excellence.

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

Amongst the attendees of the networking event was Dianne Conolly, Training and Development Manager of NWDA. During the event Conolly made a brief presentation which helped to raise awareness of the various programmes and services available to support and guide career development and employment efforts. Conolly told students to “...enjoy your school experiences, remember to network. You never know how these relationships will benefit your future. Be confident in who you are and what you offer and remember, you are competing on a global level.”

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

## **ONLINE COMMUNITY “IN THE ZONE” *New Initiative***

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

members can post jobs and discuss opportunities for Caymanians.] We anticipate that the new website will further CEC's promotions of the Enterprise Cayman initiative and increase SEZ member engagement in the local community, ultimately connecting Caymanians with more opportunities.

## **MARKETING & PROMOTION**

CEC has a robust marketing department which utilises a wide variety of tactics and local media contacts to promote the Enterprise Cayman initiative, which in turn raises awareness of the growing number of opportunities for Caymanians within CEC's three SEZs. 2017-2018 saw an increase in public engagement via email enquiries and social media engagement. In 2018 CEC developed and launched a specific "[Enterprise Cayman \(Outreach\)](#)" blog topic so that stories, news and articles directly relating to Enterprise Cayman can be easily shared, linked and found on the CEC website. As of December 2018, CEC has 1,860 Facebook page followers, 345 followers on Instagram, 1,794 followers on LinkedIn, and 956 followers on Twitter. CEC expects to see a significant increase in social media engagement with the allocation of paid promotions for 2019. Please see **APPENDIX A** for a complete overview of news and promotion initiatives.

CEC actively promotes SEZ employment opportunities to students, recent graduates and job seekers via the Enterprise Cayman Schools Programme, the Chamber of Commerce Careers Expo, NWDA partnership programmes, 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 Special Economic Zones.*

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

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

## **PUBLIC & PRIVATE SECTOR MEETINGS**

Recommendations are issued to public and private sector entities by way of face-to-face meetings. CEC meets regularly institutions such as the CICC, UCCI, ICCI and NWDA to provide feedback from Client

Exploratory Meetings (**APPENDIX C**) and the growing demands from within CEC's SEZs. CEC is in constant contact with individuals from the Ministry of Commerce, Planning and Infrastructure (CPI) and invites Cayman's dignitaries to industry events and networking opportunities throughout the year where they can meet with industry professionals and discuss the needs of the labour market.

#### **NWDA PARTNERSHIP PROGRAMMES**

CEC works closely with NWDA to develop programming based on the needs of the labour market in the SEZs. Throughout 2017-2018 CEC and NWDA have hosted a number of partnership programmes, workshops and presentations to promote opportunities with CEC's SEZs and to support training and advancement of Caymanians. Please see **APPENDIX G** for an example training support from NWDA for the Summer in the City internship programme. CEC also invites NWDA to Enterprise Cayman networking events so that they can speak directly with professionals working in CEC's SEZs, discuss opportunities for programme development, and learn where additional training support is required.

#### **KNOWLEDGE TRANSFER INITIATIVES** *New Initiative*

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.

#### **WORK PLACEMENT PROGRAMME** *New Initiative*

With the success of the Summer in the City internship programme and demand from the local workforce from individuals 25+, CEC plans to develop a work placement programme designed for mature students, graduates, and those looking to re-tool for a career change. To ensure that the new initiative won't conflict with the Summer in the City internship programme, work placements will run throughout the year excluding the summer months. Focus will be directed towards UCCI and ICCI graduates and job seekers who are currently registered with NWDA.

#### **MENTORSHIPS** *New Initiative*

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 is currently working towards implementing a mentorship programme where a SEZ mentors meet with mentees 1-2 times per month. Mentors and mentees will be matched to ensure that they each possess similar interests and professional sector pursuits. This type of experience will give participants valuable insight to make a more informed choice of study path and career.

#### **UCCI STEM PARTNERSHIP PROGRAMMES**

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

#### **CAYMAN CODE ACADEMY 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 Special Economic Zones.*

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 begun work on a technology-driven industry body called Digital Cayman to further increase CIG's engagement with industry professionals.

### **DIGITAL CAYMAN** *New Initiative*

CEC recognises a need for increased engagement with CIG and professionals who are working within Cayman's growing digital economy. In September 2018, CEC reached out to SEZ community members working in the sector with regards to a proposed new initiative, called "Digital Cayman". The initiative aims to support the development of Cayman as a global technology hub. Over 100 individuals working within the technology sector in CEC's SEZs have indicated their interest. 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. With the support of CEC, the initiative will aim to inform CIG policy makers, support workforce development initiatives like Enterprise Cayman, and provide an expert voice for the digital sector including digital entrepreneurs, and those looking to establish and/or grow a digital business in the Cayman Islands. The Digital Cayman initiative is set to launch shortly.

### **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. Please see **APPENDIX D** for a sample SEZA report.

### **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 Special Economic Zones.*

CEC partners with a number of both private and public institutions to achieve support for its efforts to execute strategies and plans to promote training, employment and advancement of Caymanians in the SEZs. Please also see above **SECTION TWO, OBLIGATION I, OBLIGATION II, OBLIGATION III, OBLIGATION IV, and OBLIGATION V.**

## **DEPARTMENT OF TOURISM SUPPORT**

CEC meets regularly with the Cayman Islands Department of Tourism (CIDOT) to discuss wider marketing strategies, development objectives, and discuss synergies. This summer CIDOT were able to provide Summer in the City internship applicants who were unsuccessful in securing a placement opportunity the chance to boost their skills by participating in the customer service standards programme called, Personal Responsibility for Delivering Excellence (PRIDE) Promises. PRIDE Promises is based on CIDOT's Top Ten (behavioural) Promises which go into creating excellent customer service. Many of the Top Ten Promises are basic courtesies, including making eye contact, calling someone by name and saying thank you, as well as handling requests and responding to telephone calls correctly. CEC and CIDOT are currently working together to craft a PRIDE programme specifically designed for the SEZ business environment and plan to host a training workshop for students in the summer of 2019.

## **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 select SEZ clients visit private and public high schools including Cayman Islands Further Education Centre (CIFEC), Clifton Hunter High School (CHHS), John Grey High School (JGHS), and Layman E. Scott High School (LSHS) in Cayman Brac, on an annual basis. CEC staff also work closely with UCCI and ICCI to raise awareness and promote training and advancement of Caymanians in the SEZs. Please see above **SECTION TWO, OBLIGATION II** for details regarding UCCI and ICCI activities.

## **CAREERS EXPO**

Each year CEC attend the CICC Careers, Education and Training Expo and share 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 2018, CEC's Marketing Manager and zone entrepreneur of Spark Limited, Mark Hall were on hand to give out information about CEC and talk with over 700 students about opportunities being developed in Cayman's SEZs. They also 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 70 students signed up to find out more about coding programmes and courses. Read more about the 2018 Careers Expo [here](#).

***“There is definitely a need for coders in Cayman. Many companies are looking for someone who knows the fundamentals, and has basic coding skills, employers can then train these individuals to code for their companies.” – Entrepreneur and CEO of Spark Limited SEZC Mark Hall***

#### **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 an increase in demand for student and teacher resources and aims to make these handouts accessible online in 2019.

#### **PRIVATE SECTOR COLLABORATION**

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

#### **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 Special Economic Zones.*

CEC currently manages a number of electronic databases which include a database to support inbound marketing efforts, a database of current SEZ registered companies, a database of SEZ employees, and 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 on a monthly basis. 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.**

#### **ENTERPRISE CAYMAN MAILING LIST**

In 2018 CEC streamlined and updated Enterprise Cayman mailing lists to create a workforce development specific Customer Relationship Management (CRM) system so that administrators can better communicate with job seekers, track individual updates, obtain feedback, and distribute targeted email marketing materials to alert Caymanians interested in career opportunities within CEC’s SEZs. Efforts were also made throughout 2017-2018 to grow the electronic database while ensuring compliance with EU General Data Protection Regulations (GDPR). The Enterprise Cayman CRM currently consists of 290 individual contacts and is expected to grow substantially in 2019.

## 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 assists administrators to guide programme development, and in 2019, 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 Special Economic Zones.*

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

By way of example, CEC recently worked with a Caymanian entrepreneur to set up an SEZ company that seeks to establish cable landing stations throughout the Caribbean. This Caymanian owned global business not only aims to improve communication networks in the Caribbean but will, once established, offer additional career opportunities for Caymanians.

CEC also promotes the opportunity to establish an SEZ company during presentations and at events such as the Small Business Expo by the [Cayman Islands Small Business Association](#) (CISBA). We envision that with the establishment of CCA, graduates who complete the programme may wish to take their final project and develop this into a business within Cayman Tech City. Please see **SECTION TWO, OBLIGATION II** above for more details regarding the proposed CAA initiative with UCCI. With a completed concept for self-employment and sole proprietorship CEC will assess on a case-by-case basis and formalise opportunities for support.

# New Programmes

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

CEC’s SEZ members, educators, staff, and Enterprise Cayman participants are invited to provide feedback throughout the year, which allows experiences to inform 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 to be implement in 2019.

#### **ONLINE RESOURCE DEVELOPMENT** *New Initiative*

CEC has seen as demand from students and teachers for online resources and aims to make handouts accessible via the Enterprise Cayman webpage and expand offerings throughout 2019. Resources will be developed alongside SEZ professionals and private partner contacts such as Code Fellows.

#### **ENTERPRISE CAYMAN NEWSLETTER** *New Initiative*

With a new 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** *New Initiative*

To assist with **SECTION TWO, OBLIGATION IV** and **OBLIGATION V** above, CEC aims to develop formal government reports and recommendations quarterly 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.

#### **CIMPA STUDENT SPONSORSHIP** *New Initiative*

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

#### **CAYMAN CODE ACADEMY (CCA)** *New Initiative*

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

#### **ONLINE COMMUNITY "IN THE ZONE"** *New Initiative*

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

#### **KNOWLEDGE TRANSFER INITIATIVES** *New Initiative*

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

## **MENTORSHIPS** *New Initiative*

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

## **WORK PLACEMENT PROGRAMME** *New Initiative*

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

## **DIGITAL CAYMAN** *New Initiative*

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

## **CLASSIFIED JOBS PORTAL ADVERTISING PROGRAMME** *New Initiative*

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

## **SCHEDULE THREE | SECTION THREE**

# Employer Registration

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

Every SEZ business is required to create an account via an online portal. This portal is able to track the number of employees, employers, and details regarding each SEZ business. New job vacancies are posted to the CEC jobs portal promoted through the CEC 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 two years and provide the CEC team with valuable feedback. Please see **APPENDIX C** to view an example meeting template.

# Recruitment

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

CEC tracks Zone Trade Certificate (ZTC) data which includes SEZ company details regarding the number of initial employees and the number of employees that they expect to add over time. CEC's Client Experience team and Chief Executive Officer meets with SEZ owners on a regular basis to discuss how CEC might be able to facilitate their growth by helping to identify qualified local talent for available and anticipated roles. Additionally, CEC reports this information to SEZA on a monthly basis and includes statistics regarding population, workforce, unemployment and available vacancies in the SEZs. Vacancies available within the SEZs are promoted through a number of channels which include the CEC Jobs Portal, Cayman Compass classified advertising, CEC social media platforms, monthly newsletters, eCayTrade, 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 (1,860 followers), Twitter (956 followers), LinkedIn (1,794 followers), and Instagram (345 followers). Job vacancies are also shared with local organisations such as NWDA, UCCI, ICCI, who assist by distributing vacancies to their networks and with specific industry groups where relevant.

## **CLASSIFIED ADVERTISING PILOT PROGRAMME** *New Initiative*

In 2018, CEC recognised a need to further promote the Jobs Portal and increase efforts to reach local job seekers. As a result, CEC ran a pilot programme to distribute biweekly SEZ job advertisements and information regarding the Jobs Portal in the Cayman Compass. Through Google Analytics CEC administrators were 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. With the success of the pilot programme, CEC has allocated resources to continue to purchase classified advertisements in the Cayman Compass on a biweekly basis throughout 2019 with the aim of increasing awareness of the number and variety of SEZ career opportunities within CEC. These paid job features will be free of charge to SEZ members and become part of CEC's recruitment service offerings.

# Conclusion

*“It’s amazing that our Caymanian youth are being exposed to such high caliber, cutting edge business people that have an interest in sharing their expertise. I truly believe the opportunities that the Enterprise Cayman programme offers surpasses that of which students are able to access abroad.” - Jacqueline Schofield, parent of Noah Schofield who took part in a 2018 mentorship placement with Mark Hall at Spark Limited SEZC.*

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

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

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

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

# Abstracts & Appendices

Appendix A – News & Promotion

Appendix B – Quotes & Feedback

Appendix C – Client Exploratory Meeting Template

Appendix D – Example SEZA Report

Appendix E – UCCI and CEC - STEM Partnership Report

Appendix F – ICCI Presentation Example

Appendix G – NWDA Training Support Example

Appendix H – Code 101 Handouts

# Acronyms

Cayman Code Academy (CAA)  
Cayman Enterprise City (CEC)  
CEC Career Development Bureau (CCDB)  
Cayman Islands Chamber of Commerce (CICC)  
Cayman Islands Department of Tourism (CIDOT)  
Cayman Islands Further Education Centre (CIFEC)  
Cayman Islands Government (CIG)  
Cayman Islands Marketing Professionals Association (CIMPA)  
Cayman Islands Small Business Association (CISBA)  
Clifton Hunter High School (CHHS)  
Customer Relationship Management (CRM)  
General Data Protection Regulation (GDPR)  
International College of the Cayman Islands (ICCI)  
Internet Marketing Association (IMA)  
Internet Protocol (IP)  
John Grey High School (JGHS)  
Layman E. Scott High School (LSHS)  
Ministry of Commerce, Planning and Infrastructure (CPI)  
Ministry of Financial Services and Home Affairs (FSHA)  
National Workforce Development Agency (NWDA)  
Personal Responsibility for Delivering Excellence (PRIDE)  
Science, Technology, Engineering and Maths (STEM)  
Special Economic Zone Authority (SEZA)  
Special Economic Zones (SEZs)  
University College of the Cayman Islands (UCCI)  
Zone Trade Certificate (ZTC)

# Appendix A

## News & Promotion

Enterprise Cayman Report ○ 2017-2018  
Cayman Enterprise City Career Development Bureau

# Appendix A - News & Promotion

January 17, 2017



## Cayman Enterprise City announces conference

By Staff - January 17, 2017



Cayman Enterprise City and the Internet Marketing Association will host the Impact Cayman conference in April.

Cayman Enterprise City and the Internet Marketing Association will host the Impact Cayman 17 conference from April 26-28 at the Kimpton Seafire Resort and Spa on Seven Mile Beach.

"We are gearing up for another impressive experience," said Charlie Kirkconnell, chief executive of CEC. "The IMA team is working around the clock leveraging their contacts in the tech world to secure world-class content and a great lineup of keynote speakers for this event."

Link: <https://www.caymancompass.com/2017/01/17/cayman-enterprise-city-announces-conference/>

"We are gearing up for another impressive experience," said Charlie Kirkconnell, chief executive of CEC. "The IMA team is working around the clock leveraging their contacts in the tech world to secure world-class content and a great lineup of keynote speakers for this event."

The conference was an excellent opportunity for Caymanian students and entrepreneurs.

January 31, 2017



[HOME](#) [NEWS](#) [OPINION](#) [CONTESTS](#) [CALENDAR](#) [MAGAZINES](#) [MORE](#)

[Home](#) > [Business](#) > Cayman Enterprise City offers coding workshop

Business

# Cayman Enterprise City offers coding workshop

By **Staff** - January 31, 2017



Cayman Enterprise City is offering a coding workshop for Caymanians interested in learning computer programming skills.

The one-day Coding 101 workshop takes place Saturday, Feb. 11, in the Sir Vassel Johnson Hall at the University College of the Cayman Islands. It is conducted by Code Fellows, an American firm that specializes in teaching programming and software development.

Cayman Enterprise City, which works with local schools and the Ministry of Education to promote science and technology education, said the workshop is aimed at Caymanians who are out of school and thinking about a career change.

Link: <https://www.caymancompass.com/2017/01/31/cayman-enterprise-city-offers-coding-workshop/>

"This is an excellent opportunity for people who may be considering a career change and want to give coding a try, to see if they like it and have the aptitude for it," said CEC CEO Charlie Kirkconnell. "There is a global shortage of coders in the rapidly growing tech industry and as more and more tech jobs are created within the special economic zone, we want to help Caymanians obtain the skills to be qualified for those jobs. We believe this series of workshops and the relationship with Code Fellows is a great step towards achieving that."

June 6, 2017

**Cayman Compass**

HOME NEWS ▾ OPINION ▾ CONTESTS CALENDAR ▾ MAGAZINES ▾ MORE ▾  82.6F 

Home ▸ Business ▸ Cayman Enterprise City offers summer internships



Business

## Cayman Enterprise City offers summer internships

By Staff · June 6, 2017

 **SUBSCRIBE TO THE COMPASS NEWSLETTER**

**MORE NEWS FROM THIS WEEK**

Cayman Enterprise City, the operator of Cayman's special economic zone, is offering its fifth annual internship program. The "Summer in the City" program offers internships at CEC for young Caymanians through its Enterprise Cayman partnership with the Cayman Islands government.

Link: <https://www.caymancompass.com/2017/06/06/cayman-enterprise-city-offers-summer-internships/>

August 13, 2017



HOME NEWS ▾ OPINION ▾ CONTESTS CALENDAR ▾ MAGAZINES ▾ MORE ▾

Home > Featured Local Home Page > STEM camp to be held ahead of October conference

Local

## STEM camp to be held ahead of October conference

By Staff - August 13, 2017



The University College of the Cayman Islands will host a summer STEM camp next week.

UCCI is teaming up with Cayman Enterprise City to hold the Science, Technology, Engineering and Math camp on Aug. 21-23. All students who take part will receive a free pass to the Oct. 10-13 STEM Carib 2017 conference.

According to organizers, the camp next week will be for students between the ages of 14 and 16 and aims to provide them with “opportunities to engage in STEM-related activities, connect with like-minded individuals and attend the STEM Carib 2017 conference, learn about current trends in STEM fields, as well as interact with some local and international STEM experts and explore future career possibilities.”

Link: <https://www.caymancompass.com/2017/08/13/stem-camp-to-be-held-ahead-of-october-conference/>

“The camp is another initiative that demonstrates UCCI’s and CEC’s commitment to work cohesively to develop a local pool of talented, tech-savvy young Caymanians to fill forecasted technology related jobs in CEC,” a press release stated.

“It gives us the opportunity to reach out to younger cohorts of students while they are still at the age where they can appreciate what science, technology, engineering and mathematics mean to modernity,” Mr. Bodden said.

# Blockchain conference comes to Cayman

**KEN SILVA**

ksilva@pinnaclemedia ltd.com

One of the world's most prominent blockchain conferences, "d10e," is taking place in Cayman this week, with dozens of people in the cryptocurrency and blockchain industry coming to the island to network and share ideas about how the technology can influence all aspects of society.

Monday's schedule included entrepreneurs speaking about the services their companies offer, as well as an "initial coin offering pitch competition" where startup blockchain entities pitched their ideas to a panel of judges in hopes of winning a \$100,000 investment prize.

Premier Alden McLaughlin also spoke at the event, encouraging blockchain companies to set up shop at

Cayman Enterprise City.

"Not only are you in the gem of the Caribbean, but the Cayman Islands is one of the foremost financial centers, as well as the hedge fund capital of the world," he said. "We have a cadre of professional people servicing our financial services sector that is second to none."

Mr. McLaughlin admitted during his speech that he has had to do research in recent months to familiarize himself with the blockchain technology, which is essentially an online, decentralized public ledger – the technology that serves as the ledger for Bitcoin and other cryptocurrencies.

"I admit, the concept of economic, financial decentralization based on emerging technology sounded like something from Star Trek," he said.



Premier Alden McLaughlin speaks at the 'd10e' blockchain conference on Monday. - PHOTO: KEN SILVA

To help blockchain novices grasp its concept, Symmetry Blockchain Advisors cofounder Debbie Hoffman gave a presentation on all of the technology's potential uses, which she said far outspans just serving as a

ledger for cryptocurrency transactions.

Ms. Hoffman said she was introduced to many technological innovations during her years as an attorney in the financial sector, but that she knew blockchain would

be a game changer when she first heard about it.

Just like blockchain tracks each transaction of a cryptocurrency, it can also be used to date- and time-stamp legal records, medical records, and other documents. This

will allow someone to know when and by whom a given document is accessed, Ms. Hoffman said.

"Lawyers will be at a competitive advantage by using blockchain," she said, adding that Dubai is already pushing to have its land records, visa applications, and other government documents transacted using blockchain.

According to Ms. Hoffman, blockchain can also be used for real estate, insurance and a variety of other financial transactions. The technology also has the potential to be used in supply chain management, allowing consumers to see exactly from where their products come.

The conference is scheduled to conclude on Tuesday. The conference name "d10e" stands for the 10 letters between the first and last letter in "decentralize."

Link: <https://www.caymancompass.com/2018/01/29/blockchain-conference-comes-to-cayman/>

The conference was an excellent opportunity for Caymanian students and entrepreneurs.

February 15, 2018



HOME NEWS ▾ OPINION ▾ CONTESTS CALENDAR ▾ MAGAZINES ▾ MORE ▾

Home › Education › Brac students learn about STEM careers

Education Local

## Brac students learn about STEM careers

By Staff - February 15, 2018



Amy Hayard of Meticulosity spoke to students at Layman E. Scott High School about STEM careers.

Amy Hayward, a marketing specialist with Grand Cayman-based website design company Meticulosity, recently spoke to Year 9 students at Cayman Brac's Layman E. Scott High School about pursuing careers in science, technology, engineering and math, with a particular emphasis on coding.

Ms. Hayward's firm is based in Cayman Enterprise City Special Economic Zone, a commercial area geared for tech startups, which often rely heavily on employees trained in STEM fields.

Ms. Hayward's appearance is part of "Enterprise Cayman," an outreach program to schools across the Cayman Islands which encourages students to consider creative career paths and exposes pupils to career opportunities now available in the Cayman Islands.

Link: <https://www.caymancompass.com/2018/02/15/brac-students-learn-about-stem-careers/>

Students were told that a university degree is not required to learn to code, and that a qualified coder can work from anywhere in the world, including Cayman Brac. Ms. Hayward explained that a career in coding can include creative jobs, in the video game industry for instance, and jobs as graphic artists and designers.

March 7, 2018

PAGE 8

THE CAYMAN ISLANDS JOURNAL

March 2018

## Cayman aims to capitalize on blockchain boom

■ KEN SILVA

Though the price of Bitcoin has fluctuated wildly since its inception, with some economists expecting it and other cryptocurrencies to be speculative bubbles, that uncertainty has not dampened the momentum of the technology that underpins cryptocurrencies: blockchain.

In recent months, blockchain companies have been popping up on a nearly daily basis. As an increasing number of blockchain entrepreneurs look to develop their ventures from startups to successful companies, they are looking for business-friendly jurisdictions where they can raise funds and develop their products. The Cayman Islands is aiming to be one of those jurisdictions.

To that end, the jurisdiction is off to a nice start. Cayman Enterprise City CEO Charlie Kirkconnell said at a January "d10e" blockchain conference that some 30 blockchain companies have established or are in the process of setting up shop at "Cayman Tech City," the recently branded branch of the special economic zone that caters to tech-related entities. Now, about 25 percent of the total

Cayman Enterprise City tenants are companies developing or using blockchain technology.

But Cayman is not without its competition. Other low-tax jurisdictions are also attracting crypto companies.

For instance, a New York Times article last month reported on a number of blockchain entrepreneurs flocking to Puerto Rico.

"Dozens of entrepreneurs, made newly wealthy by blockchain and cryptocurrencies, are heading en masse to Puerto Rico this winter," the article states. "They are selling their homes and cars in California and establishing residency on the Caribbean island in hopes of avoiding what they see as onerous state and federal taxes on their growing fortunes, some of

PLEASE TURN TO PAGE 8

FROM THE FRONT PAGE



A panel of financial services industry officials talk about why the Cayman Islands is an attractive jurisdiction for blockchain companies. - PHOTO: KEN SILVA

## Cayman aims to capitalize on blockchain boom

■ CONTINUED FROM PAGE 1

which now reach into the billions of dollars."

However, Cayman officials are confident that this jurisdiction has more to offer than others.

"Not only are you in the gem of the Caribbean, but the Cayman Islands is one of the foremost financial centers, as well as the hedge fund capital of the world," Premier Alden McLaughlin told attendees of the "d10e" blockchain conference. "We have a cadre of professional people servicing our financial services sector that is second to none."

For Sensay co-founder Crystal Rose, the choice to domicile her company here was a no-brainer.

"We're taking Bitcoin from places around the world, and America would tax that instantly as income ... but that money is going to be circulated back into the company as an investment," said Rose, whose company creates blockchain-based smart contracts.

Additionally, Cayman's straightforward regulations made the jurisdiction more attractive than staying in the United States, she said. Blockchain companies are subject to know-your-client and other anti-money laundering rules, but Rose said that the U.S. Securities and Exchange Commission issued two conflicting statements about

fundraising rules within the span of five months.

Kirkconnell said that Cayman Tech City is trying to make setting up businesses here as easy as possible. Cayman Tech City officials will help entrepreneurs obtain all necessary licenses and permits, and can usually have them ready to do business from the territory within four to six weeks of an application, he said.

That was the experience of Hercules SEZC President Cynthia Blanchard.

"[Cayman Enterprise City] helps guide you through the process, and makes it easy as possible," said Blanchard, whose company uses blockchain for supply chain management. "Now, we have a community here."

Cayman Enterprise City's rules are also flexible in that entrepreneurs can travel and do business around the world while still maintaining a legal presence here.

"There's no requirement to spend a specific number of days in the jurisdiction," Kirkconnell said. "We want you to spend as many days as you can here because we want the knowledge transfer and your expertise in the jurisdiction, but the requirement to be here [for example] 6 months—that doesn't exist."

This is good news for many

blockchain entrepreneurs who prefer the hustle and bustle of a metropolis over the island lifestyle.

"It's wonderful to be here, but to be here six months, I would go crazy," said a blockchain entrepreneur who raised the issue with Kirkconnell during the conference. "A week or two is fine, but I need New York, I need London."

Given that the influx of blockchain companies has occurred just within the past six months, Kirkconnell said he expects dozens more to come here in the near future. The one thing the territory needs to prepare for that migration is more workers with technical skills, he said.

To that end, Cayman Tech City is setting up a training academy to teach residents coding and other tech skills. Kirkconnell said that Cayman Tech City has signed an agreement with the U.S.-based school Code Fellows to use its curriculum and that more information should be made public about the arrangement in the near future.

"One thing we need to respond to is many of these companies are looking for qualified, trained technical people, and that's a bit of an issue here," he said. "So we're aiming to create a locally available critical mass of technical talent

from the local community."

Like other jurisdictions, Cayman is still trying to iron out details about how a blockchain industry might be regulated.

"That's the kind of thing we're going to have to build this year," said Department of Financial Services Senior Legislative Policy Advisor André Ebanks, referring to the regulatory issue. "There are going to be some issues that we have to work through and think about."

Among the issues policymakers are grappling with is how to make sure "tokens" (a common word for a single unit of cryptocurrency) aren't used as bearer shares (shares that belong to whoever physically owns them, which allows for anonymity).

To illustrate his point, Ebanks said that he was recently on a conference call with five major law firms who were discussing legal issues surrounding blockchain and cryptocurrencies.

Normally, these fiercely competitive law firms would not be working together on legal matters, he said. But when it comes to an undeveloped industry, Ebanks said that doing so is for the benefit of all.

"Because this space is so new, it's going to take education and collaboration to grasp," he said.

Link: <https://www.journal.ky/2018/03/07/cayman-aims-to-capitalize-on-blockchain-boom/>

March 23, 2018



## Enterprise Cayman Encourages Students to Spend a “Summer in the City”

Cayman Enterprise City's Enterprise Cayman initiative is now accepting applications for its annual “Summer in the City” internship programme. Now in its sixth year the programme aims to place 20+ young people with internship opportunities throughout Cayman Enterprise City (CEC) and the special economic zones (SEZs), which include: Cayman Tech City, Cayman Commodities & Derivatives City, and Cayman Maritime & Aviation City.

The internship programme is open to Caymanians and residents of the Cayman Islands between the ages of 17-25 and lasts for one to two months during the summer months. Areas of placement include: internet technology, media & video production, science & technology, commodities & derivatives, and maritime & aviation services. To participate interested candidates can visit the Enterprise Cayman website and apply online. The deadline to apply is 31 March 2018 and interviews take place 9-20 April 2018. Students who are studying abroad may interview via telephone.

Internship placements offer students hand-on experience and access to knowledge-based career paths in a professional work environment. All students who apply to the programme are invited to attend a special networking event which is set to take place 20 July 2018. The event provides students with the opportunity to meet innovative entrepreneurs and business leaders from Cayman and around the globe and practice their networking skills.

Some internships have led to full-time job placements with SEZ companies. CEO Charlie Kirkconnell explains, “We are committed to helping Caymanian students and jobseekers position themselves for new and innovative careers that are currently being created amongst the 225 companies now set up within Cayman’s special economic zones.”

To access the CEC jobs portal and to view current internship opportunities as well as full time job opportunities within the SEZs visit [www.jobs.caymanenterprisecity.com](http://www.jobs.caymanenterprisecity.com).

*Image Caption: SEZ member Mark Hall speaks with students at the Chamber of Commerce Career's Expo and about career opportunities within Cayman Enterprise City.*

Source: Press Release

Posted by Lynne Byles  
March 23, 2018

Link: <http://www.cayman.finance/2018/03/enterprise-cayman-encourages-students-spend-summer-city/>

# Business

## Hundreds of flights hit as workers strike

Strikes by German public sector workers and French airline staff forced the cancellation of hundreds of flights in Europe on Tuesday as unions demanded better pay. Lufthansa cancelled some 800 flights. A quarter of Air France flights were cancelled.

# Cayman Enterprise City grows estimated economic impact

MICHAEL KLEIN

mklein@pinnaclemediatd.com

Cayman Enterprise City, Cayman's special economic zone, reported an economic impact of US\$41.56 million for the year 2017.

The effect for the local economy includes a direct impact of US\$30.27 million of money spent by zone companies on set-up and maintenance costs; incorporation, registration and attorney

fees; as well as expenditures on office operations and real estate purchases.

It also consists of an indirect impact of \$11.29 million in terms of the money spent by zone employees, based on the assumption that management and staff working in the zone will spend half of their income locally. The calculation assumed an average U.S. dollar salary of zone employees of \$86,019 for last year.

Cayman Enterprise City has published estimates of its economic impact since 2011 to respond to initial criticism that a special economic zone may have little effect on the local economy.

Last year's figure represents a 9.4 percent increase over 2016's \$37.6 million.

According to Cayman Enterprise City, from 2011 to 2017, the zone contributed an estimated US\$155.16 million to the local economy,

resulting from a direct spend of \$113.01 million and an indirect impact of \$42.15 million.

During that time, Cayman Enterprise City has grown to more than 225 companies. More recently, the zone has mainly attracted technology companies, especially in the blockchain and fintech space, which accounted for a quarter of the zone's growth.

CEO Charlie Kirkconnell

expects in the next five years the zone will grow to more than 500 businesses. More than half of these firms are expected to be technology companies.

Earlier this year, Cayman Enterprise City announced it will break ground before the end of 2018 on three dedicated office buildings of more than 60,000 square feet during the first phase of the construction of a 53-acre campus.



Cayman Enterprise City CEO  
Charlie Kirkconnell

Link: <https://www.caymancompass.com/2018/04/10/cayman-enterprise-city-grows-estimated-economic-impact/>

CEC Article: <https://www.caymanenterprisecity.com/blog/economic-impact-2018>

In recent months, blockchain development companies have been setting up in Cayman Tech City on a weekly basis. As of February 2018, some 50 blockchain companies have established or are in the process of setting up within Cayman Tech City. To that end, Cayman Tech City is setting up a training academy to teach residents coding and other technical development skills. "One thing we need to respond to is many of these companies are looking for qualified, trained technical people," said Kirkconnell. "So, we're aiming to create a locally available critical mass of technical talent from the local community who will be able to fill these newly created jobs."

May 18, 2018



CAYMAN  
ENTERPRISE  
CITY  
Special Economic Zone

Set Up Your Business in CEC Today →

HomeAboutSet Up in CECCommunityPartnersBlogCareersContact UsWorkforce Development77°F | 10:48 AM

Cayman Enterprise City SEZ NewsHome » Blog » Cayman Enterprise City Leads Blockchain Conversation

## Cayman Enterprise City Leads Blockchain Conversation

May 18, 2018 4:16:03 PM Adela Gonzales White News, Tech City



Special Economic Zone successfully hosts 2nd cryptocurrency conference of the year

Grand Cayman, Cayman Islands (18 May 2018) – Cayman Enterprise City (CEC) is marking the success of the Tech City Cayman Islands special economic zone's second major event in 2018 to bring cryptocurrency and blockchain leaders, who are guiding a surging industry, to the Cayman Islands to showcase the jurisdiction's benefits and attractions.

### Subscribe to Email Updates

SUBSCRIBE

Read Our Newsletter

RecentPopularCategories



Meet CEC's Technical Support Specialist Carlos Edwards  
posted at Dec 10, 2018



Cayman Enterprise City Breaks Ground on 'Home of Innovation'  
posted at Nov 30, 2018



Make the move from Canada to Cayman!  
posted at Nov 15, 2018



CEC Receives UCCI President's Medal Award  
posted at Nov 14, 2018



CEC Attends International Aviation Convention  
posted at Nov 7, 2018

Link: <https://www.caymanenterprisecity.com/blog/cayman-enterprise-city-leads-blockchain-conversation>

“Cayman is leading the way as one of the world’s major hubs for blockchain technology and through events like d10e and the World Tokenomic Forum we’ve set out to attract the right businesses here; businesses who are passionate about creating an efficient, prosperous, and transparent global economy,” said Kirkconnell. “Cayman Tech City is a vibrant, community of innovative companies and entrepreneurs from across the globe. It is therefore vital that we support initiatives like the World Tokenomic Forum as we continue to develop this significant tech cluster in the Cayman Islands.”

Seven Caymanian students’ part of the Summer in the City internship programme and a Caymanian computer scientist who works within Cayman Tech City were given scholarships to attend the blockchain conference.

*Appendix A - Confidential and proprietary*

[www.enterprisecayman.ky](http://www.enterprisecayman.ky)

June 28, 2018



Set Up Your Business in CEC Today →

HomeAboutSet Up in CECCommunityPartnersBlogCareersContact UsWorkforce Development77°F | 11:20 AM

Cayman Enterprise City SEZ News

Home » Blog » Cayman Enterprise City Partners with UCCI to Host STEM Summer Camp

## Cayman Enterprise City Partners with UCCI to Host STEM Summer Camp

Jun 28, 2018 6:49:18 PM Kaitlyn Elphinstone Enterprise Cayman (Outreach), News



For the second year in a row, Cayman Enterprise City (CEC), through its Enterprise Cayman initiative, has signed on as the presenting sponsor of the University College of the Cayman Islands' (UCCI) STEM Summer Camp slated for August 20-24, 2018. The first and only one of its kind in the Cayman Islands, the week-long camp combines Science, Technology, Engineering, and Math (STEM) subjects in a fun, interactive learning environment.

Knowing that many jobs within Cayman Enterprise City and the Tech City Cayman Islands special economic zone will continue to be created by innovative technology companies who require a local talent base with specialised skills, CEC continues to partner with UCCI to promote STEM to the next generation of Caymanians. "From the onset, one of

### Subscribe to Email Updates

SUBSCRIBE

Read Our Newsletter

RecentPopularCategories



Meet CEC's Technical Support Specialist Carlos Edwards  
posted at Dec 10, 2018



Cayman Enterprise City Breaks Ground on 'Home of Innovation'  
posted at Nov 30, 2018



Make the move from Canada to Cayman!  
posted at Nov 15, 2018



CEC Receives UCCI President's Medal Award  
posted at Nov 14, 2018



CEC Attends International Aviation Convention  
posted at Nov 7, 2018

CEC Article: <https://www.caymanenterprisecity.com/blog/cayman-enterprise-city-partners-with-ucci-to-host-stem-summer-camp>

Kristel Sanchez, Director of Marketing, PR, and Alumni and camp organiser said, "It is through the generosity and enthusiasm of CEC that we are able to continue offering amazing learning experiences such as the STEM Summer Camp. They empower us to produce a curriculum unlike anything that is being offered in Cayman to families who normally struggle to find unique activities for their children at an affordable cost."

CEC's sponsorship will allow incoming STEM-inclined grades 7-9 students to explore a variety of topics including web development, robotics, food science, astronomy, microbiology, chemistry, environmental science and event physics through dance. "This year's camp is not to be missed. Thanks to CEC, the programme has been expanded to a full week including lunch and morning and afternoon refreshments."

July 16, 2018



Set Up Your Business in CEC Today →

HomeAboutSet Up in CECCommunityPartnersBlogCareersContact UsWorkforce Development77°F | 11:23 AM

Cayman Enterprise City SEZ News

Home » Blog »  
Public Health Student Learns What Med-ic® Smart Packaging Technology Can do to Help Improve the Lives of Millions

## Public Health Student Learns What Med-ic® Smart Packaging Technology Can do to Help Improve the Lives of Millions

Jul 16, 2018 5:41:21 PM Courtney Thomas News, Enterprise Cayman (Outreach)








This summer Taneil Lee (21) who is studying public health and is on a pre-medicine track at the University of South Florida (USF) has been interning with Joanne Watters, the General Manager of Intelligent Devices SEZC Inc. (IDI). Lee is learning about the importance of taking medication as prescribed. IDI's Electronic Content Monitoring (ECM®) technology is used to track patient usage of prescribed medication. Each ECM smart package contains an embedded

Subscribe to Email Updates

SUBSCRIBE

Read Our Newsletter

Recent Popular Categories

-  Meet CEC's Technical Support Specialist Carlos Edwards  
posted at Dec 10, 2018
-  Cayman Enterprise City Breaks Ground on 'Home of Innovation'  
posted at Nov 30, 2018
-  Make the move from Canada to Cayman!  
posted at Nov 15, 2018
-  CEC Receives UCCI President's Medal Award  
posted at Nov 14, 2018
-  CEC Attends International Aviation Convention  
posted at Nov 7, 2018

CEC Article: <https://www.caymanenterprisecity.com/blog/student-learns-how-smart-tech-improves-lives>

Lee is learning about the importance of taking medication as prescribed. IDI's Electronic Content Monitoring (ECM®) technology is used to track patient usage of prescribed medication. Each ECM smart package contains an embedded sensor that records the date, time and location of each dose removed by its patient; keeping an eye on medication adherence, but most importantly medication non-adherence. "The internship placement was a perfect match for me," explained Lee. "I was able to apply what I learned last semester (health care ethics, behavior, society, and public health policy) and work hands-on with cutting edge technology that is improving the lives of so many."

Appendix A - Confidential and proprietary

[www.enterprisecayman.ky](http://www.enterprisecayman.ky)

August 7, 2018



HOME NEWS ▾ OPINION ▾ CONTESTS CALENDAR ▾ MAGAZINES ▾ MORE ▾

Home ▸ Business ▸ Enterprise City networking event

Business

## Enterprise City networking event

By **Staff** - August 7, 2018



Cayman Enterprise City hosted its annual "Summer in the City" networking event at the National Gallery on Thursday, Aug. 2.

The event was open to students and recent graduates who applied to the Summer in the City internship program and offered job-seekers the opportunity to meet with Cayman Enterprise City staff and professionals working within Cayman's special economic zones.

This summer, 10 students secured internship and mentorship placements in Cayman's special enterprise zones, Cayman Enterprise City stated. More than 60 individuals between the ages of 17 and 25 took part in the application process and close to 30 applicants were invited to interview.

"The Summer in the City programme aims to raise awareness of the innovative career opportunities being created by our SEZs project and provides a chance for students to implement their job application and networking skills," said Cayman Enterprise City CEO Charlie Kirkconnell in a press release.

"Ultimately, we're helping to connect students with job opportunities within Cayman's SEZs. We see this initiative as an important driver in the strategic development of talent within the Cayman Islands and in the future diversification and development of Cayman's economy."

Link: <https://www.caymancompass.com/2018/08/07/enterprise-city-networking-event/>

CEC Article: <https://www.caymanenterprisecity.com/blog/networking-event-connects-local-talent-with-sez-opportunities>

"The Summer in the City programme aims to raise awareness of the innovative career opportunities being created by our SEZs project and provides a chance for students to implement their job application and networking skills," said Cayman Enterprise City's CEO Charlie Kirkconnell.

August 15, 2018

*Appendix A - Confidential and proprietary*

[www.enterprisecayman.ky](http://www.enterprisecayman.ky)

## Cayman Enterprise City SEZ News

[Home](#) » [Blog](#) » Health Student Discovers a Passion for Details

### Health Student Discovers a Passion for Details

 Aug 15, 2018 4:13:11 PM
  Courtney Thomas
  Enterprise Cayman (Outreach)



This summer Kimberly Grant (22) who is studying Allied Health with a concentration in Medical Science at the University of Tampa (UT) has been interning with Maria Phillip, the Vice President of Client Experience & Operations at Cayman Enterprise City (CEC). Grant is learning all about database management for companies set up within CEC and for prospective clients who are looking to set up their business within Cayman's special economic zones. This summer Grant has been assisting with the client experience portal and helping to ensure data is organised and up to date with current protocols.

### Subscribe to Email Updates

SUBSCRIBE

Read Our Newsletter

Recent Popular Categories



[Meet CEC's Technical Support Specialist Carlos Edwards](#)  
 posted at Dec 10, 2018



[Cayman Enterprise City Breaks Ground on 'Home of Innovation'](#)  
 posted at Nov 30, 2018



[Make the move from Canada to Cayman!](#)  
 posted at Nov 15, 2018



[CEC Receives UCCI President's Medal Award](#)  
 posted at Nov 14, 2018



[CEC Attends International Aviation Convention](#)  
 posted at Nov 7, 2018

CEC Article: <https://www.caymanenterprisecity.com/blog/intern-discovers-passion-for-details>

Over the course of my internships and fostered by a supportive and friendly working environment, I was able to come out of my shell, become more outgoing, and even enjoy engaging with clients and the wider public." This summer Grant was invited to present at the Summer in the City networking event where she spoke to students and special economic zone members about her experiences interning with CEC.

Throughout her internship placements Grant has noticed immense improvements not only in the skills she has but also in the skills she has gained – specifically her eye for detail, time management and organisation skills. By working one-on-one with her mentor and with the client experience portal, Grant has developed methods to ensure that she completes tasks in an accurate and timely manner.


Classified Advertising Pilot Programme

Appendix A - Confidential and proprietary

[www.enterprisecayman.ky](http://www.enterprisecayman.ky)

August 24, 2018

**CAYMAN COMPASS • FRIDAY AUGUST 24, 2018**



**CAYMAN  
ENTERPRISE  
CITY**  
Special Economic Zones

*Connecting Caymanians with  
exciting career opportunities at  
innovative global businesses!*

### Featured Job: Crypto Asset Advisor

Join a small team of innovators who work hard, learn fast, solve problems, and think strategically. The *Crypto Asset Advisor* will be the face and voice of an advisory service division and will be responsible for developing and serving a book of clients in the purchase and sale of cryptocurrency assets and investment products. Successful candidates will be given the opportunity to learn and to educate prospective clients on the value of cryptocurrency.

**Qualifications & Skills**

- BA in Business, Economics, Finance, or MA in Business Administration
- Strong presentation, analytical, and problem-solving skills
- An understanding of how the securities and derivatives markets trade and of current regulatory requirements
- Intermediate knowledge of blockchain/cryptocurrencies and fintech is preferred

**Interested in  
working within  
Cayman's Special  
Economic Zones?**

Cayman Tech City  
Cayman Maritime &  
Aviation City  
Cayman Commodities &  
Derivatives City

## Jobs Portal

[jobs.caymanenterprisecity.com](http://jobs.caymanenterprisecity.com)

*Visit the CEC Jobs Portal to view a  
complete list of available jobs, for  
additional details, and to apply.*

September 7, 2018



**CAYMAN  
ENTERPRISE  
CITY**  
Special Economic Zones

*Connecting Caymanians with  
exciting career opportunities at  
innovative global businesses!*

### Featured Job: Software Engineer – Mobile

Are you a self-starter excited about mobile applications and helping businesses increase productivity? Join a leading provider of business productivity solutions who are looking for a *Mobile Software Engineer* for our engineering team. Key responsibilities include implementing mobile apps for Android and Windows Mobile, updating existing mobile apps to new devices and APIs, and document code changes.

**Skills & Requirements**

- Strong knowledge of Android and/or Window Mobile
- Strong general software engineering skills
- Must be familiar with Apache
- Working knowledge of XML, JSON, FTP, HTTPS and web services / APIs in general
- Strong grasp of web, cloud/SaaS, and mobile
- Excellent communication skills

**Interested in  
working within  
Cayman's Special  
Economic Zones?**

Cayman Tech City  
Cayman Maritime &  
Aviation City  
Cayman Commodities &  
Derivatives City

## Jobs Portal

[jobs.caymanenterprisecity.com](http://jobs.caymanenterprisecity.com)

*Visit the CEC Jobs Portal to view a  
complete list of available jobs, for  
additional details, and to apply.*

September 21, 2018

**CAYMAN  
ENTERPRISE  
CITY**  
Special Economic Zones

Connecting Caymanians with  
exciting career opportunities at  
innovative global businesses!

**Featured Job: Warehouse Technician**  

Join a growing automobile technology company that builds innovative automobile diagnostic devices. The Cayman Tech City special economic zone company is looking for energetic people with a good attitude who are willing to work as a team and in an assembly line setting. The *Warehouse Technician* will do light assembly of devices and packaging materials which ship to distributors located across North America. Other duties may include testing cables, general warehouse cleaning, and some light lifting of boxes.

**Skills & Requirements**

- The ability to learn assembly processes quickly and to stand for long periods of times
- Must have a good attitude and flexible working hours (typical work days are from 7am to 4pm)
- Two years of work experience

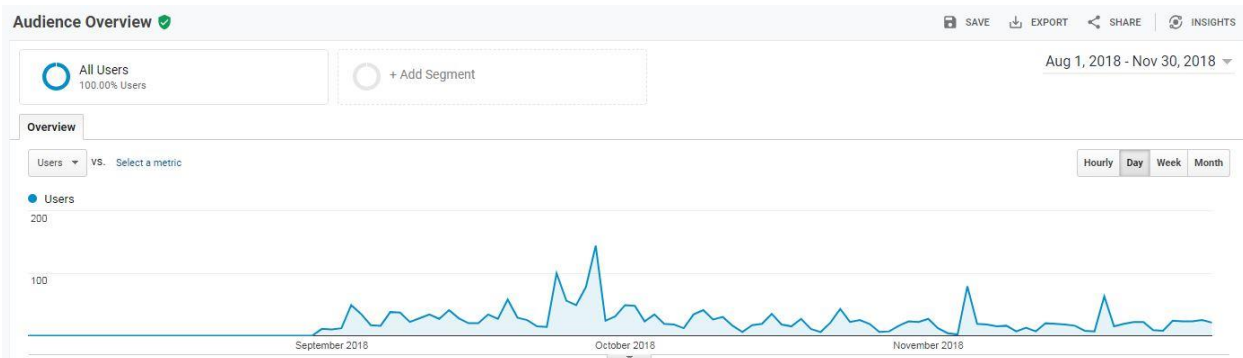
*Interested in  
working within  
Cayman's Special  
Economic Zones?*  

Cayman Tech City  
Cayman Maritime &  
Aviation City  
Cayman Commodities &  
Derivatives City



**Jobs Portal**  
**jobs.caymanenterprisecity.com**  
*Visit the CEC Jobs Portal to view a  
complete list of available jobs, for  
additional details, and to apply.*

August 1, 2017 – November 30, 2018

Google Analytics Screenshot



Peaks reflect classified advert appearances.

Country		Users	% Users
1.	 Cayman Islands	797	40.73%
2.	 United States	396	20.24%
3.	 United Kingdom	236	12.06%
4.	 Canada	118	6.03%
5.	 South Africa	46	2.35%

Appendix A - Confidential and proprietary

www.enterprisecayman.ky

# Business

## Cyprus says bad loan sale 'biggest ever'

Cyprus' biggest lender, the Bank of Cyprus, says it had sold \$3.1 billion worth of bad loans to New York-based Apollo Global Management, the largest such deal in the island-nation's history. CEO John Patrick Hourican called the sale 'the biggest transaction in Cyprus' since Britain purchased the island from the Ottomans in 1878.

# Artificial intelligence portal launches in Cayman's Tech City

MICHAEL KLEIN

mklein@pirinacemedia.com

NeuralStudio SEZC, a technology startup based in Cayman's special economic zone Cayman Tech City, is offering machine-based learning models to global businesses.

Jack Copper, NeuralStudio's managing director, developed a cloud-based portal that extends the use of artificial intelligence to build and deploy those computer models for businesses worldwide.

The neural network technology has applications in any industry that generates data, from finance and manufacturing to healthcare and energy, according to a company press release. Neural networks autonomously learn from data and identify patterns, which then become the basis for a company's decision-making when these patterns reappear, Mr. Copper said.

"The strength of neural networks is that they learn to generalize. So, they do not need to see every pos-

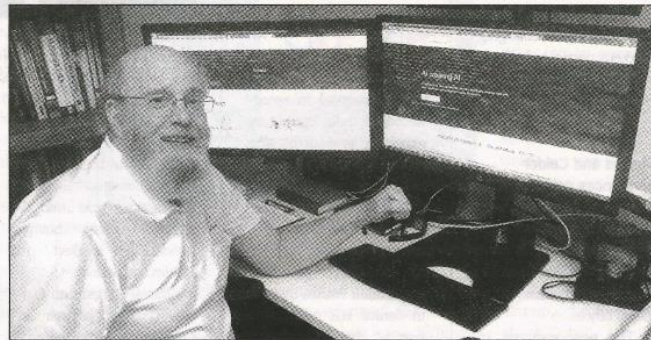
sible combination of inputs, in order to use a particular set of inputs as the basis for making a decision."

NeuralStudio's Microsoft Azure-based gateway, the first of its kind to launch in the Caribbean, allows clients to process and analyze vast amounts of data in 24 to 48 hours.

While entering data on a large-scale typically involves weeks of administrative work, NeuralStudio's portal drastically reduces the amount of resources previously required to process data.

"All the client has to do is to supply data and tell the portal what is needed after the information is entered," Mr. Copper said. "We then fine-tune the neural networks' automatic learning to optimize the company's parameters of the request. The portal does the rest - all in one place."

NeuralStudio takes the artificial intelligence process a step further by optimizing the parameters of the algorithms. Mr. Copper, who has spent more than 30 year



Jack Copper, the managing director of NeuralStudio SEZC, has developed a cloud-based portal that allows clients to rapidly process and analyze vast amounts of data with neural network technology.

working in the AI industry, said his technology provides significant improvements on data processing and offers a competitive advantage to data managers and analysts.

"It will help companies fulfill their missions, do proper forecasting, and classification amongst other tasks," he said. "We have a solid network of potential business partners internationally and within the Cayman Tech City special economic zone and I'm ex-

cited to see how our first clients react."

NeuralStudio launched in Cayman Enterprise City in 2015 after Mr. Copper had considered alternatives like Panama, Dubai, Singapore and a few other places. The company ended up in Cayman's special economic zone because CEC provided a "one stop shop" for company set-up and work permits, the managing director explained.

NeuralStudio employs Jamal Clarke, a Caymanian

computer science graduate, who joined the team last November. He described the project as an excellent learning opportunity. "It's great to apply my skills in the real world and through Copper's support and mentorship I've been able to learn a lot about business and coordinating major projects."

This summer, two Caymanian interns, Hollie Coleman and Matthew Elphinstone, also joined the project - helping prepare for the launch, as well as working directly

with AI technology.

One of the applications the interns worked on that could have local impact in the future is a neural network-based lionfish recognizer, which could become the fundamental component of a system to identify and trap lionfish on a commercial basis, Mr. Copper said.

Charlie Kirkconnell, the CEO of Cayman Enterprise City, said Cayman Tech City has been attracting innovative technology companies like NeuralStudio on a weekly basis to set up in the technology-focused special economic zone.

"Cayman's robust infrastructure, growing digital economy, tax neutrality, and stable political climate are the perfect ingredients to foster innovation and support technology-based ventures like this," explained Mr. Kirkconnell. "I'm especially proud to see that this significant AI project was able to incorporate Caymanian employees to get the work done and support the next generation of technology entrepreneurs."

Link: <https://www.caymancompass.com/2018/08/28/artificial-intelligence-portal-launches-in-caymans-tech-city/>



CEC Article: <https://www.caymanenterprisecity.com/blog/ai-portal-launches-in-cayman-tech-city>

Copper utilised Caymanian talent to develop the AI product. Caymanian Computer Science graduate Jamal Clarke who joined the team last November remarked, "This is such an exciting and world-changing project and an amazing learning opportunity. It's great to apply my skills in the real world and through Copper's support and mentorship I've been able to learn a lot about business and coordinating major projects." This summer two Caymanian interns, Hollie Coleman and Matthew Elphinstone also joined the project - helping prepare for the launch as well as working directly with AI technology.

Appendix A - Confidential and proprietary

[www.enterprisecayman.ky](http://www.enterprisecayman.ky)

August 29, 2018



Set Up Your Business in CEC Today →

HomeAboutSet Up in CECCommunityPartnersBlogCareersContact UsWorkforce Development77°F | 11:29 AM

Cayman Enterprise City SEZ News


Home » Blog » Marketing Intern Puts Writing Skills to the Test

Marketing Intern Puts Writing Skills to the Test

Aug 29, 2018 4:27:22 PM Kaitlyn Elphinstone Enterprise Cayman (Outreach)

This summer Courtney Thomas (18) who is currently pursuing her International Baccalaureate (IB) Diploma at United World College Maastricht (UWCM) has been interning with Kaitlyn Elphinstone, the Marketing Manager at Cayman Enterprise City (CEC). Thomas was able to learn about marketing and the importance of building relationships and crafting content.

Throughout the internship placement with CEC, Thomas was able to apply the skills she learnt during her first year at UWCM, such as her research and communication skills, while sharpening writing skills and developing her written portfolio. UWC is a global movement that makes education a force to unite people, nations and cultures for peace and a sustainable future. To do this the students, pursue the IB Diploma and are challenged through a transformational educational experience and exposure to diversity through their peers which aims to inspire a more peaceful and sustainable future.





Subscribe to Email Updates


SUBSCRIBE


Read Our Newsletter


RecentPopularCategories

[Meet CEC's Technical Support Specialist Carlos Edwards](#)  
posted at Dec 10, 2018

[Cayman Enterprise City Breaks Ground on 'Home of Innovation'](#)  
posted at Nov 30, 2018

[Make the move from Canada to Cayman!](#)  
posted at Nov 15, 2018

[CEC Receives UCCI President's Medal Award](#)  
posted at Nov 14, 2018

[CEC Attends International Aviation Convention](#)  
posted at Nov 7, 2018

Posts by Topic

CEC Article: <https://www.caymanenterprisecity.com/blog/marketing-intern-puts-writing-skills-to-the-test>


"I have learnt invaluable skills which I can not only apply to my studies, but I will also be able to use the skills I've learnt to communicate effectively and to help spread environmental awareness," explained Thomas. "I hope to eventually be in a position where I can prevent environmental issues rather than have to respond after the damage has been done. The internship placement provided a much-needed moment for reflection," said Thomas.

August 31, 2018

**Cayman Compass**

HOME NEWS ▾ OPINION ▾ CONTESTS CALENDAR ▾ MAGAZINES ▾ MORE ▾ 82.6F

Home > Life > Intern's technology focuses on finding lionfish



**Life**

## Intern's technology focuses on finding lionfish

By Staff · August 31, 2018


[f](#) [t](#) [G+](#) [p](#)


Twenty-year-old Matthew Elphinstone, who has been interning with NeuralStudio SE CZ in Cayman, has successfully created a proof of concept for a device that uses Artificial Intelligence to recognize lionfish. This invasive species of fish has become a serious marine environmental issue along the southeast coast of the U.S., the Caribbean, and in parts of the Gulf of Mexico.

The prototype was designed during a "Summer in the City" internship placement. Now in its sixth year, the internship program connects young Caymanians with opportunities throughout the Cayman Enterprise City Special Economic Zone.

**SUBSCRIBE TO THE COMPASS NEWSLETTER**

**MORE NEWS FROM THIS WEEK**

 Government injects more capital into CINICO  
November 18, 2018

 Government defends \$55,000 spending on marketing port

Link: <https://www.caymancompass.com/2018/08/31/interns-technology-focuses-on-finding-lionfish/>

CEC Article: <https://www.caymanenterprisecity.com/blog/intern-creates-lionfish-recogniser>

"I have to admit I was pretty overwhelmed when I began. Mr. Copper was able to guide me through the project and direct me to resources which helped me to successfully complete the proof of concept during my two-month placement," said Elphinstone. "Being able to explore a subject like AI which sits outside of my direct field of study was invaluable. I learned a lot and I'm excited to apply what I've learnt when I return to university and continue my studies in mechanical engineering."

*Appendix A - Confidential and proprietary*

[www.enterprisecayman.ky](http://www.enterprisecayman.ky)

WEDNESDAY SEPTEMBER 26, 2018 • CAYMAN COMPASS

# Cayman Enterprise City welcomes 250th company

Cayman Enterprise City announced Friday that it had welcomed its 250th company into Cayman's special economic zones, which include Cayman Tech City, Cayman Commodities & Derivatives City, and Cayman Maritime & Aviation City.

"This is a significant milestone for CEC since opening our doors for business in February 2012. For the past six years we have worked tirelessly to promote CEC and the Cayman Islands as an ideal base to conduct international business, as well as support businesses who have established SEZ companies so that they can focus on growth and innovation," CEO Charlie Kirkconnell said in a press release.

He added: "CEC's success is good news for Cayman. The large number of knowledge-based entrepreneurs who have established a genuine physical presence are bringing much sought-after diversity to Cayman's economy."

CEC's aim is to attract knowledge- and technology-based businesses to set up a physical presence in the Cayman Islands.

**In recent months, FinTech and blockchain development companies have been setting up in Cayman Tech City on a weekly basis, CEC stated.**

According to CEC, as of the end of 2017, it had contributed an estimated US\$155 million to Cayman's economy (\$113 million in direct spending and \$42 million indirectly). Last year, CEC contributed an estimated US\$41 million.

In recent months, FinTech and blockchain development companies have been setting up in Cayman Tech City on a weekly basis, CEC stated.

"Within five years, CEC conservatively estimates that there will be over 500 businesses in Cayman's special economic zones, with roughly 60 percent of those operating from within Cayman Tech City," the press release stated.

Mr. Kirkconnell said that, from the outset, one of the primary objectives of the CEC development project has been to help create new job opportunities for Caymanians.

"CEC's growth means an increasing number of new creative job opportunities that many young Caymanians have had to previously leave Cayman to pursue," he said.

In April 2018, a \$39 million plan for the first phase of a new 53-acre campus was approved by the Central Planning Authority. The George Town location is a five-minute drive from the newly expanded Owen Roberts International Airport.

"Our goal is to ensure not only that CEC continues to grow, but that the local community directly benefits from CEC's positive development. We look forward to breaking ground on our new purpose-built campus later this year and we see this development project as key to furthering Cayman's thriving SEZs and ultimately helping to grow and further diversify Cayman's economy," Mr. Kirkconnell said.

Link: <https://www.caymancompass.com/2018/09/25/cayman-enterprise-city-welcomes-250th-company/>

CEC Article: <https://www.caymanenterprisecity.com/blog/250-special-economic-zone-companies>

October 4, 2018

[Home](#) [About](#) [Set Up in CEC](#) [Community](#) [Partners](#) [Blog](#) [Careers](#) [Contact Us](#) [Workforce Development](#) 77°F | 11:32 AM

Cayman Enterprise City SEZ News Home » Blog » Local Student's Career Gets a Boost

## Local Student's Career Gets a Boost

Oct 4, 2018 2:01:09 PM [Kaitlyn Elphinstone](#) [News, Enterprise Cayman \(Outreach\)](#)

Cayman Enterprise City Supports UCCI Student to Pursue a Career in Marketing

Grand Cayman, Cayman Islands (4 October 2018) – Cayman Enterprise City (CEC) was pleased to be able to make a dream come true for local student Taija McRae at the recent Cayman Islands Marketing Professionals Association

### Subscribe to Email Updates

  
[SUBSCRIBE](#)  
[Read Our Newsletter](#)

Recent	Popular	Categories
	<a href="#">Meet CEC's Technical Support Specialist Carlos Edwards</a> posted at Dec 10, 2018	
	<a href="#">Cayman Enterprise City Breaks Ground on 'Home of Innovation'</a> posted at Nov 30, 2018	
	<a href="#">Make the move from Canada to Cayman!</a> posted at Nov 15, 2018	
	<a href="#">CEC Receives UCCI President's Medal Award</a> posted at Nov 14, 2018	
	<a href="#">CEC Attends International Aviation Convention</a> posted at Nov 7, 2018	

CEC Article: <https://www.caymanenterprisecity.com/blog/student-gets-a-career-boost>

Cayman Enterprise City (CEC) was pleased to be able to make a dream come true for local student Taija McRae at the recent Cayman Islands Marketing Professionals Association (CIMPA) Conference held 25-26 September 2018. Taija, aged 18, is currently pursuing her Associates Degree at the University College of the Cayman Islands (UCCI) and her dream job is to work at BuzzFeed, an award-winning online media company. CEC facilitated a meet-and-greet for Taija with BuzzFeed's Executive Creative Director, Richard Alan Reid, and sponsored the student's attendance at the two-day marketing conference.

September 24, 2018

[HOME](#) [NEWS](#) [ENTERTAINMENT](#) [SPORTS](#) [LIFESTYLE](#) [OPINION](#) [HAVE YOUR SAY](#) [ADVERTISE](#) [C](#)

## Cayman Islands – you are invited to STEM Carib 2018!

September 24, 2018 by [ieyenews](#) 1 Comment

0 0

Tweet G+ Share 0 G+ Share in Share Buffer 0 comments feed



From University College of the Cayman Islands

Together we can inspire brighter futures.

Get ready for Cayman's landmark [STEM](#) event at UCCI!

Engaging and Interactive Teaching and Learning



The STEM Carib Conference, Cayman's landmark Science, Technology, Engineering and Mathematics Conference hosted by the University College of the Cayman Islands (UCCI) is slated for October 9-12, 2018.

Presented in partnership with [Harrisburg University](#), a leading STEM institution in the United States, STEM Carib 2018, will take attendees on a journey of discoveries, inventions, and techniques through inspiring, interactive sessions led by over 20 STEM experts, 15 of which will be flying from North America and the Caribbean.



Participants can take part in more than 40 sessions on topics such as Esports, [Tech Design](#), Advanced Manufacturing, Cybersecurity, Biotechnology, [Marine Biology](#), Food Science, Astronomy and Engineering. Families will surely enjoy the exhibits and demonstrations catering to younger children.

Link: <http://www.ieyenews.com/wordpress/cayman-islands-you-are-invited-to-stem-carib-2018/>

CEC was the event's gold sponsor

October 19, 2018

FRIDAY OCTOBER 19, 2018 • CAYMAN COMPASS



# STEM CARIB 2018

## STEMCON: FACT VS FICTION



The University College of the Cayman Islands, Harrisburg University of Science and Technology and the **STEM Carib 2018** organising committee extend our heartfelt gratitude to the 24 international and local STEM experts who took time to share their knowledge and inspire our attendees.

We also acknowledge the budding scientists and engineers from the Rotary Science Fair and the UCCI STEM Camp, whose participation herald a bright future for STEM in Cayman and the region.

In addition, we recognise the 850+ conference attendees, parents, students, teachers, principals, professionals in the field, STEM enthusiasts, media friends and the general public who supported the event and attended over 40 engaging sessions. Sincerest thanks also go out to all our volunteers who worked tirelessly behind the scenes.

Lastly, we gratefully acknowledge the generosity of our sponsors, whose demonstration of corporate social responsibility enabled us to host our **biggest, most successful STEM Carib Conference to date**. We hope that all of you can join us again next year.

DIAMOND SPONSORS	GOLD SPONSORS	SILVER SPONSORS
 <p>MINISTRY OF EDUCATION, YOUTH, SPORTS AGRICULTURE &amp; LANDS CAYMAN ISLANDS GOVERNMENT</p>	 <p>CAYMAN ENTERPRISE CITY</p>	 <p>UCCI You've got the power</p>

Advertisement example for the UCCI Stem Carib Conference

Appendix A - Confidential and proprietary

[www.enterprisecayman.ky](http://www.enterprisecayman.ky)

October 23, 2018



Home > Business > Cayman Enterprise City wins Americas Free Zone of the Year

Business Local

## Cayman Enterprise City wins Americas Free Zone of the Year

By Staff - October 23, 2018



Cayman Enterprise City's Chief Development Officer Cindy O'Hara; Chief Executive Officer Charlie Kirkconnell; and Maria

Link: <https://www.caymancompass.com/2018/10/23/cayman-enterprise-city-wins-americas-free-zone-of-the-year/>

CEC Article: <https://www.caymanenterprisecity.com/blog/cec-wins-americas-free-zone-of-the-year>



Appendix A - Confidential and proprietary

[www.enterprisecayman.ky](http://www.enterprisecayman.ky)

October 26, 2018



CAYMAN  
ENTERPRISE  
CITY  
Special Economic Zones

Set Up Your Business in CEC Today →

HomeAboutSet Up in CECCommunityPartnersBlogCareersContact UsWorkforce Development77°F | 11:34 AM

Cayman Enterprise City SEZ NewsHome » Blog » Meet CEC's First "Summer in the City" Intern Thalia Rego-Ramos

## Meet CEC's First "Summer in the City" Intern Thalia Rego-Ramos

Oct 26, 2018 3:13:07 PM Kaitlyn Elphinstone Enterprise Cayman (Outreach)



Meet CEC's First "Summer in the City" Intern Thalia Rego-Ramos

The Cayman Enterprise City (CEC) "Summer in the City" programme has been running for six years. Offering countless students high-impact internships and mentorship opportunities within Cayman's special economic zones. These sought-after placements have given Caymanians and residents of the Cayman Islands the opportunity to work alongside some of the world's top technology experts as well as CEC's growing team of tip-top professionals.

After six years, we thought it apt to scout out CEC's first ever "Summer in the City" intern and find out what she's up to now. With no further introduction, meet Thalia Rego-Ramos –

### Subscribe to Email Updates

SUBSCRIBE

Read Our Newsletter

Recent	Popular	Categories
	<a href="#">Meet CEC's Technical Support Specialist Carlos Edwards</a> posted at Dec 10, 2018	
	<a href="#">Cayman Enterprise City Breaks Ground on 'Home of Innovation'</a> posted at Nov 30, 2018	
	<a href="#">Make the move from Canada to Cayman!</a> posted at Nov 15, 2018	
	<a href="#">CEC Receives UCCI President's Medal Award</a> posted at Nov 14, 2018	
	<a href="#">CEC Attends International Aviation Convention</a> posted at Nov 7, 2018	

### Posts by Topic

CEC Article: [https://www.caymanenterprisecity.com/blog/first\\_cec\\_intern](https://www.caymanenterprisecity.com/blog/first_cec_intern)

After six years, we thought it apt to scout out CEC's first ever "Summer in the City" intern and find out what she's up to now.

"I think one of the most important things that programmes like STEM Camp and the CEC internship do very well is feed the inquisitive nature of Cayman's youths by exposing them to new experiences and concepts."

## Classified Advertising Pilot Programme

### Jobs Portal Online



Keyword:  Location:

☐ Freelance ☐ Full Time ☐ Internship ☐ Part Time ☐ Temporary

**SUBMIT**



Software Engineer – Eightpoint Technologies SEZC

Eightpoint Software Engineer POSITION OVERVIEW The person is an experienced Software Engineer that will create, maintain and scale out both...

Link: <https://jobs.caymanenterprisecity.com/>

November 21, 2018

**CAYMAN COMPASS • FRIDAY SEPTEMBER 21, 2018**

 **CAYMAN ENTERPRISE CITY**  
Special Economic Zones

*Connecting Caymanians with exciting career opportunities at innovative global businesses!*

**Featured Job: FX (Foreign exchange) Trader**

Join a results driven Fund Management Team who are looking for an *FX (Foreign exchange) Trader* with a minimum of 3-5 years presentable track record. The candidate should have a strong technical background and a solid understanding of the G7 currency pairs. Candidates will be tested on both technical techniques and fundamental/macro-economic analysis prior to being interviewed.

**Remuneration is highly competitive and trading performance rewarded generously.**

*Interested in working within Cayman's Special Economic Zones?*


Cayman Tech City  
Cayman Maritime & Aviation City  
Cayman Commodities & Derivatives City

**Jobs Portal**  
[jobs.caymanenterprisecity.com](https://jobs.caymanenterprisecity.com)

Visit the CEC Jobs Portal to view a complete list of available jobs, for additional details, and to apply.

November 23, 2018

**CAYMAN COMPASS • FRIDAY NOVEMBER 23, 2018**



**CAYMAN  
ENTERPRISE  
CITY**  
Special Economic Zones

*Connecting Caymanians with  
exciting career opportunities at  
innovative global businesses!*

**Featured Job: Software Engineer**

Looking for a creative and innovative solutions-oriented role, that provides a wide range of Software Engineering experience? Join a cutting-edge tech company who are looking for a full-time employee at their special economic zone facility in Cayman. Candidate will be a team player with strong problem-solving skills, proficiency in firmware and software programming (C, assembler, etc.) With a minimum of two years experience.

**Compensation will be  
USD\$100,000 - \$400,000/year  
depending on knowledge and  
experience.**

***Interested in  
working within  
Cayman's Special  
Economic Zones?***


Cayman Tech City  
Cayman Maritime &  
Aviation City  
Cayman Commodities &  
Derivatives City

**Jobs Portal**  
[jobs.caymanenterprisecity.com](http://jobs.caymanenterprisecity.com)

*Visit the CEC Jobs Portal to view a  
complete list of available jobs, for  
additional details, and to apply.*

December 7, 2018

Interested Caymanians and Permanent Residents should email their cover letter, CV and two references to [kallenger@pinnaclemedia ltd.com](mailto:kallenger@pinnaclemedia ltd.com). Only applications received to this email address will be accepted.



**CAYMAN  
ENTERPRISE  
CITY**  
Special Economic Zones

*Connecting Caymanians with  
exciting career opportunities at  
innovative global businesses!*

**Featured Job: DevOps QA Engineer**

Interested in working in a fast paced growing environment within Cayman Tech city? Join a result driven team who is looking for a DevOps QA engineer with a background in cloud infrastructure and testing automation. This engineer must be familiar with multiple services provided by AWS infrastructure. They will work closely with the core engineering team and help with ongoing deployment, monitoring and maintenance of the systems using state-of-the-art cybersecurity.

**Salary Negotiable**

***Interested in  
working within  
Cayman's Special  
Economic Zones?***

Cayman Tech City  
Cayman Maritime &  
Aviation City  
Cayman Commodities &  
Derivatives City

**Jobs Portal**  
[jobs.caymanenterprisecity.com](http://jobs.caymanenterprisecity.com)

*Visit the CEC Jobs Portal to view a  
complete list of available jobs, for  
additional details, and to apply.*

The Caribbean Deve  
positions at its head

**FINANCE AND INF**

- Information T
- Information T
- Information T
- Information
- Information
- Information

Candidates mus  
Commonwealth  
Germany, Haiti

CDB is a multi  
economic dev

**APPLICATION**

Full details c  
about CDB  
applications

## Jobs Portal Social Media Promotion (Instagram Example)



## Jobs Portal – Newsletter Listings

### Jobs at Cayman Enterprise City



Current Vacancies • Take the next step in your career...

[C++ Developer](#)

[Investment Performance Analyst](#)

[Accountant](#)

[Customer Support Agent](#)

[Website Development Project Manager](#)

[DevOps QA Engineer](#)

[Software Engineer](#)

[IT Project Manager](#)

For a complete list of current vacancies and to apply [click here.](#)

November 21, 2018



BUSINESS | PAGE 10  
**CEC RECEIVES  
UCCI PRESIDENT'S  
MEDAL**

WEDNESDAY NOVEMBER 21, 2018 • CAYMAN COMPASS

## CEC receives UCCI President's Medal

Roy Bodden, president of the University College of the Cayman Islands, presented Charlie Kirkconnell, CEO of Cayman Enterprise City, with the President's Medal at the 2018 Commencement Ceremony held in Sir Vassel Johnson Hall on Nov. 1.

The award was given in recognition of CEC's long-standing and ongoing commitment to supporting UCCI's technology-driven programs in science, technology, engineering and mathematics.

The President's Medal is an award nominated by UCCI's president and approved by its board of governors. It is designed to honor special contributors and benefactors for supporting the growth and development of the institution.

The award was the final award given by President Bodden before newly appointed Stacy R. McAfee takes on the role of UCCI president in January 2019. The award was one of only three President's Medals awarded by President Bodden during his tenure, which began in 2009.

"CEC, through your leadership, has demonstrated a commitment and resolve in preparing and equipping current and future generations in pursuing creative careers in STEM," Mr. Bodden said.

"Your generous monetary sponsorships, and hands-on involvement, in UCCI's STEM initiatives – the STEM Carib Conferences, the STEM Ambassador's Program and last, but not least, the STEM Summer Camp – has made it all the more possible in providing the all-encompassing platforms for attendees to learn, connect and stay updated on the ever-changing landscape of our technology-based society."

CEC stated that since its inception, it has been working with the Cayman Islands government through the Enterprise Cayman initiative to actively support aspiring Caymanian innovators, including those who wish to retool for a career change.

This summer, CEC sponsored the expansion of UCCI's STEM Summer Camp, which offered a week of immersive STEM activities for aspiring scientists, inventors, mathematicians and engineers.

"CEC has been humbled many times in the course of its development, but never more than in receiving the President's Medal," said Mr. Kirkconnell. "The award is welcome recognition of CEC's positive impact on our community and its commitment to supporting the next generation of Caymanian innovators."



UCCI President Roy Bodden awards the President's Medal to Charlie Kirkconnell, CEO of Cayman Enterprise City, at the Commencement Ceremony on Nov. 1.

Link: <https://www.caymancompass.com/2018/11/20/cec-receives-ucci-presidents-medal/>

CEC Article: <https://www.caymanenterprisecity.com/blog/presidents-medal-award>

Appendix A - Confidential and proprietary

[www.enterprisecayman.ky](http://www.enterprisecayman.ky)

November 28, 2018

BUSINESS • CULTURE • NEWS • POLITICS

## CAYMAN ENTERPRISE CITY BREAKS GROUND ON SOUTH SOUND CAMPUS

🕒 November 28, 2018    💬 Add Comment    👤 Joe Avary    📖 2 Min Read





Cayman Enterprise City marks a milestone several years in the making, breaking ground on phase one of the Special Economic Zone's master planned permanent campus.

Link: <https://cayman27.ky/2018/11/cayman-enterprise-city-breaks-ground-on-south-sound-campus/>

CEC Article: <https://www.caymanenterprisecity.com/blog/cec-breaks-ground-on-home-of-innovation>

The Cayman Islands Minister of Commerce, Planning and Infrastructure Hon. Joseph Hew said, “The Cayman Islands Government will continue to develop infrastructure that will foster CEC’s growth and attract and embrace developing technology companies, so we can support our growing creative digital economy and become known around the world as a place where new technologies and new industries are born.”

December 17, 2018



Set Up Your Business in CEC Today →


HomeAboutSet Up in CECCommunityPartnersBlogCareersContact UsWorkforce Development81°F | 1:54 PM

Cayman Enterprise City SEZ News

Home » Blog » "Summer in the City" Intern Receives Work Extension

## "Summer in the City" Intern Receives Work Extension

Dec 17, 2018 8:45:00 PM Bianca Mora Enterprise Cayman (Outreach)



This month CEC had the incredible opportunity to interview the latest Intelligent Devices SEZC Inc. (IDI) Intern Monique Barrett. A charming young student educated at the University College of the Cayman Islands.

Monique first joined CEC this past July as she partook in our "Summer in The City" internship programme. An educational opportunity to help grow our young community in the Cayman Islands. Fast forward five months, and here we are sitting beside Monique and her mentor Joanna Watters, the General Manager of Intelligent Devices.

### Subscribe to Email Updates

SUBSCRIBE

Read Our Newsletter



RecentPopularCategories



Meet Hollie Coleman  
NeuralStudio SEZC second  
"Summer in the City" Intern!  
posted at Dec 18, 2018

Link: <https://www.caymanenterprisecity.com/blog/summer-in-the-city-intern-receives-work-extension>

"I was not expecting to love it so much, in fact out of all the internships this one has stood out above the rest. I would say it's the energy of the work environment here at CEC. Everyone is so open, friendly and easy to talk to. Even the people who are not part of my company take the time to explain to me what they do and are genuinely intrigued to what I do."

"At this time, I would describe myself as a young sponge, and having people who are willing to take the time and teach you something is incredible. Working with the Intelligent Devices SEZC Inc team and CEC has made me grow and learn so much. It has not been one of those internships that you just sit and twiddle your thumbs. I have fully emerged myself into the everyday corporate life. I'm working with people who are eager to teach and most of all inspiring to work for."

Appendix A - Confidential and proprietary

[www.enterprisecayman.ky](http://www.enterprisecayman.ky)

December 18, 2018



Set Up Your Business in CEC Today →

Home About Set Up in CEC Community Partners Blog Careers Contact Us Workforce Development 81°F | 1:57 PM

Cayman Enterprise City SEZ News

Home » Blog » Meet Hollie Coleman NeuralStudio SEZC second "Summer in the City" Intern!

Meet Hollie Coleman NeuralStudio SEZC second "Summer in the City" Intern!

Dec 18, 2018 1:52:00 PM Bianca Mora Enterprise Cayman (Outreach)



CEO of Cayman Enterprise City Charlie Kirkconnell, standing beside Hollie Coleman and Dianne Conolly, Director of National Workforce Development Agency

Caymanian student Hollie Coleman is back at her studies as a Systems and Information Engineering student at the University of Virginia after spending her summer "in the city." Coleman interned for special economic zone company NeuralStudio SEZC through Cayman Enterprise City's "Summer in the City" internship programme.

Subscribe to Email Updates

SUBSCRIBE

Read Our Newsletter





Recent Popular Categories

[Meet Hollie Coleman](#)

[NeuralStudio SEZC second "Summer in the City" Intern!](#)  
posted at Dec 18, 2018

["Summer in the City" Intern](#)

Link: <https://www.caymanenterprisecity.com/blog/meet-hollie-coleman-neuralstudio-sezc-second-summer-in-the-city-intern>


With the assistance and support from two promising tech-savvy Caymanians, Coleman and Clarke, NeuralStudio SEZC launched the neuralstudio.ai®, the Microsoft Azure (cloud) based gateway in the summer of 2018. The innovative portal uses AI to build AI – producing deep learning neural networks for prediction, classification, and clustering applications in users' problem domains. neuralstudio.ai eliminates the need for experts in neural network technology – allowing users to focus on data sources and integrating AI into organizational decision support systems.

Appendix A - Confidential and proprietary

[www.enterprisecayman.ky](http://www.enterprisecayman.ky)

## December 2018, CEC launches community website for special economic zone members

### Recruitment Support – Information for CEC Clients

**IN THE ZONE**  
CEC Community

[COLLABORATE](#) [NEWS](#) [FACILITIES](#) [EVENTS](#) [COMMUNITY](#) [SUPPORT](#)

---

#### RECRUITMENT SUPPORT

Did you know CEC offers recruitment support to SEZ members and to help connect local talent with career opportunities in Cayman's special economic zones? If you have an innovative startup and need to focus on growing your new business or if you are a larger SEZ company and would like to supplement your recruitment efforts, we're here to help.

**JOBS PORTAL**

**JOBS PORTAL**  
List your current vacancies on CEC's jobs portal ([jobs.caymanenterpriseccy.com](http://jobs.caymanenterpriseccy.com)). The portal and the individual vacancies are shared in the CEC newsletter which is sent to over 4,000 contacts and on CEC's social media pages [Facebook](#), [Twitter](#), [LinkedIn](#), [Google+](#), and [Instagram](#). We also share vacancies with local organisations such as the National Workforce Development Agency and/or local industry groups where there's a fit.

**ADVERTISING SUPPORT**

**ADVERTISING SUPPORT**  
As part of our recruitment service offerings SEZ companies are invited to take part in an advertising initiative to promote current job vacancies listed on the CEC Jobs Portal. A "Featured Job" advert will be published every other week in Friday's edition on the Cayman Compass. This advertising opportunity is free of charge and can be applied once per job listing. Send us the details and our team will create the advert and send it to you to review and approve and let you know when to expect the advert to appear.

**INTERNSHIPS**

**INTERNSHIPS**  
Each year we aim to place 10-20 young people with internships throughout Cayman's special economic zones. The CEC internship programme is open to students between the ages of 18-25 and lasts for one to two months, typically during the summer months. An intern can be a valuable addition to your team and we are able to assist with the recruitment process, share useful HR documents (agreements, forms, templates, etc.), and provide onboarding support.  
**Why participate?**

- Find future employees
- Test-drive local talent
- Increase productivity
- Access new perspectives
- Take advantage of cross-marketing and PR opportunities
- Give back to the community
- Support the next generation

**MENTORSHIPS**

**MENTORSHIPS**  
Interested in giving back? The CEC mentoring programme is an excellent way to get involved and give back to the local community. Mentorships can last anywhere from one session to 6-month placements. This is a great way to meet local students and help guide them through the ins and outs of your industry. Who knows, you might just find your next employee!

**NETWORKING EVENTS**

**SUMMER NETWORKING EVENT**  
Each summer CEC hosts a "Summer in the City" networking event with the aim of connecting university/college students and recent graduates with SEZ professionals. This is a great opportunity to scout future talent and provide local students with information about embarking on a career in your industry.  
Email our team for more information at [innovate@caymanenterpriseccy.com](mailto:innovate@caymanenterpriseccy.com).

## Internships & Mentorships – Information for CEC Clients

### INTERNSHIPS & MENTORSHIPS



# ENTERPRISE CAYMAN

Cayman Enterprise City

### CONNECTING CAYMANIANS WITH OPPORTUNITIES

As an added benefit for being a part of the CEC community, your SEZ company is given complimentary membership to CEC's *Enterprise Cayman* Initiative. This outreach initiative is aimed at (a) making Caymanians aware of the career opportunities being created by the CEC project, (b) assisting them in getting the training and experience required to pursue such opportunities and (c) ultimately connecting them with career opportunities within CEC's special economic zones. We see this as an important driver in the strategic development of talent within the Cayman Islands and in the future diversification and development of Cayman's economy.

Your licensing fees directly help to support a wide range of programming from coding workshops to STEM summer camps for kids to community science fairs. There are also ways for industry professionals, like you, who are a part of the Enterprise Cayman initiative to get involved.

If you are interested in any or all of the opportunities below we would love to hear from you. Email [innovate@caymanenterprise.city](mailto:innovate@caymanenterprise.city) for additional details and to get involved.

#### ENTERPRISE CAYMAN



As an added benefit for being a part of the CEC community, your SEZ company is given complimentary membership to CEC's *Enterprise Cayman* Initiative. This outreach initiative is aimed at (a) making Caymanians aware of the career opportunities being created by the CEC project, (b) assisting them in getting the training and experience required to pursue such opportunities and (c) ultimately connecting them with career opportunities within CEC's special economic zones. We see this as an important driver in the strategic development of talent within the Cayman Islands and in the future diversification and development of Cayman's economy.

Your licensing fees directly help to support a wide range of programming from coding workshops to STEM summer camps for kids to community science fairs. There are also ways for industry professionals, like you, who are a part of the Enterprise Cayman initiative to get involved.

If you are interested in any or all of the opportunities below we would love to hear from you. Email [innovate@caymanenterprise.city](mailto:innovate@caymanenterprise.city) for additional details and to get involved.



#### VISIT A SCHOOL OR JOBS FAIR

We're on a mission to raise awareness of and interest in Science, Technology, Engineering and Maths (STEM) careers. To achieve this we attend career fairs, sponsor science fairs, and support STEM programming at the University College of the Cayman Islands. We also visit schools throughout the Cayman Islands and speak with students about creative careers in technology. Students LOVE to hear from professionals, like yourself, who are working on exciting projects and with new technology. If you're interested in coming along we would love to hear from you!



#### TAKE PART IN A NETWORKING EVENT

Each summer CEC hosts a networking event with the aim of connecting university/college students and recent graduates with SEZ professionals and providing young adults with an opportunity to practice their networking skills. All students who apply to the "Summer in the City" Internship programme are invited to attend the event. This is a great opportunity to scout future talent and provide local students with information about embarking on a career in your industry.



#### PARTICIPATE IN THE "SUMMER IN THE CITY"

Each year we aim to place 10-20 young adults with internships throughout Cayman's special economic zones. The internship programme is open to students between the ages of 18-25 and lasts for one to two months, typically during the summer months. An intern can be a valuable addition to your team for many reasons – you can find future employees, test-drive local talent, increase productivity, access new perspectives, take advantage of cross-marketing and PR opportunities, give back to the community and support the next generation. We know you're busy, so we're here to assist with the recruitment process, share useful HR documents and resources (agreements, forms, templates, etc.), and provide on-boarding support. To register your interest just send us an email and let us know what you're looking for in an intern.



#### BECOME A MENTOR

Interested in giving back but don't have a lot of time to spare? The CEC mentoring programme is an excellent way to get involved and give back to the local community. Mentorship placements are designed to fit your schedule and can last anywhere from one "pep-talk" session to 6-month placements where you meet with your mentee once a month. This is a great way to meet local students and help guide them through the ins and outs of your industry. Who knows, you might just find your next employee!

## Enterprise Cayman Print Advertising (Example)



**It's fantastic to see such talented young Caymanians** like Taneil take on challenging internship opportunities. I commend CEC for their commitment to helping local students position themselves for new and innovative careers.

**JOANNE WATTERS, THE GENERAL MANAGER OF INTELLIGENT DEVICES SEZC INC.**

Photo: Joanne Watters, Intelligent Devices SEZC Inc. and Taneil Lee, Summer in the City Intern

Supporting engaging learning opportunities, connecting local talent with careers in technology, and inspiring the next generation to explore opportunities within Cayman Enterprise City.


Interested in a career in technology? [info@caymanenterprisecity.com](mailto:info@caymanenterprisecity.com)

 **CAYMAN ENTERPRISE CITY**  
Special Economic Zones

[www.EnterpriseCayman.ky](http://www.EnterpriseCayman.ky)

 **ENTERPRISE CAYMAN**  
Cayman Enterprise City  
CONNECTING CAYMANIANS WITH OPPORTUNITIES

## Enterprise Cayman Web Banner (Example)



**It's fantastic to see such talented young Caymanians** like Taneil take on challenging internship opportunities. I commend CEC for their commitment to helping local students position themselves for new and innovative careers.

**JOANNE WATTERS, THE GENERAL MANAGER OF INTELLIGENT DEVICES SEZC INC.**

Photo: Joanne Watters, Intelligent Devices SEZC Inc. and Taneil Lee, Summer in the City Intern

## Facebook Engagement as of 17 December 2018



# Appendix B

Quotes, Feedback & Images

Enterprise Cayman Report ○ 2017-2018  
Cayman Enterprise City Career Development Bureau

# Appendix B - Quotes & Feedback

## SUMMER IN THE CITY – Internships, Mentorships, and Networking Event



**Taneil Lee** Thank you so much! It was a pleasure interning with you!!

Love · Reply · Message · 10w



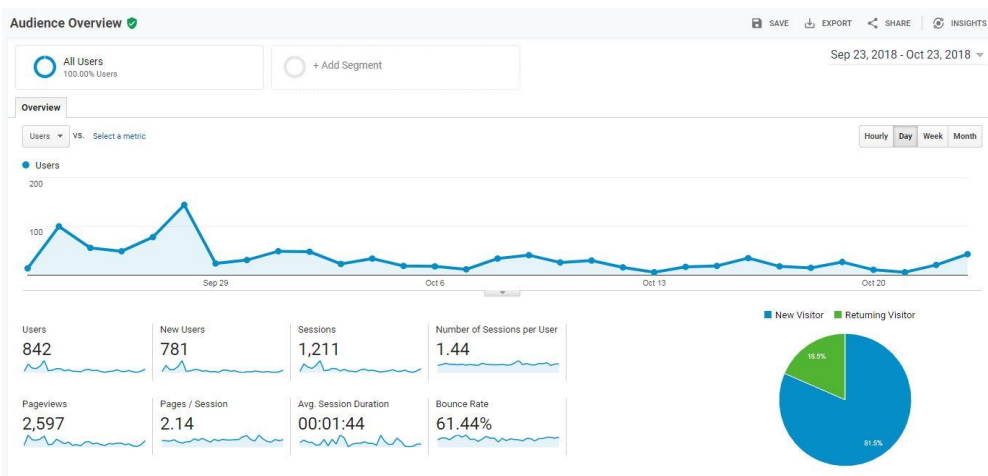
“It’s amazing that our Caymanian youth are being exposed to such high caliber, cutting edge business people that have an interest in sharing their expertise. I truly believe the opportunities that the Summer in the City programme offers surpasses that of which students are able to access abroad,” Jacqueline Schofield, Parent of Noah Schofield

“It’s fantastic to see such talented young Caymanians like Taneil take on challenging internship opportunities. I commend CEC for running this internship programme and for their commitment to helping local students position themselves for new and innovative careers,” Joanne Watters, General Manager of Intelligent Devices SEZC Inc. (IDI).

“The internship placement provided a much-needed moment for reflection,” said Thomas. “For as long as I can remember I have been dead set on pursuing a career in Environmental Biology. This internship placement has helped me to realise that my options are endless, and that marketing skills necessary to thrive in the business world are easily transferable to my studies and to any career regardless of the field,” Courtney Thomas, CEC Marketing Intern

“[This summer] Matthew was able to successfully design and test a fairly sophisticated proof of concept utilising both hardware and AI software, which is impressive,” Jack Copper, Managing Director of NeuralStudio SEZC

## CAYMAN ENTERPRISE CITY JOBS PORTAL



**CAYMAN ENTERPRISE CITY**  
Special Economic Zones

Connecting Caymanians with exciting career opportunities at innovative global businesses!

**Featured Job: FX (Foreign exchange) Trader**

Join a results driven Fund Management Team who are looking for an *FX (Foreign exchange) Trader* with a minimum of 3-5 years presentable track record. The candidate should have a strong technical background and a solid understanding of the G7 currency pairs. Candidates will be tested on both technical techniques and fundamental/macro-economic analysis prior to being interviewed.

**Remuneration is highly competitive and trading performance rewarded generously.**

*Interested in working within Cayman's Special Economic Zones?*

Cayman Tech City  
Cayman Maritime & Aviation City  
Cayman Commodities & Derivatives City

**Jobs Portal**  
jobs.caymanenterprise.city.com

Visit the CEC Jobs Portal to view a complete list of available jobs, for additional details, and to apply.

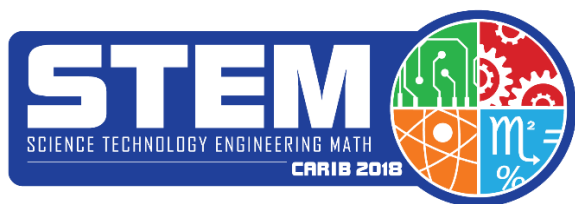
- Jobs Portal refreshed and re-launched in February 2018

- New classified adverts placed every other Friday in the Cayman Compass

- Promotion of current job postings increased on social media

← Example of a classified advert

## UCCI STEM CARIB CONFERENCE

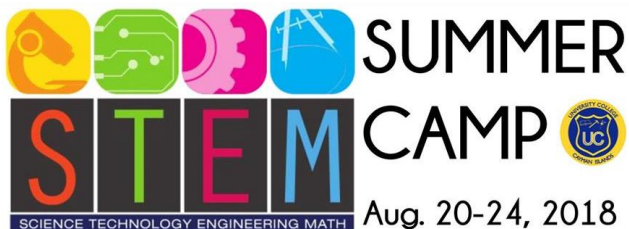


**Joannah Bodden Small** Your speech was so inspiring Cindy O'Hara! Something relevant and encouraging for everyone there, especially all of the little girls in the audience (and big ones too). 🍷🍷🍷

"Cayman Enterprise City has been a longstanding sponsor of the annual STEM Carib Conference since 2012. Having seen the success of the inaugural conference, CEC agreed to support the SETM Ambassador Programme, an initiative that allows selected high school and tertiary level students to attend the conference at no cost. This programme, which started at 50 students, is now able to accommodate at least 100 attendees every year," Kristel Sanchez, UCCI Director of Marketing, PR, and Alumni and STEM Carib Conference Committee Member

"The University College of the Cayman Islands deems Cayman Enterprise City as an important partner in advancing STEM education in Cayman so that young people can thrive in the future and take their rightful place in society," Kristel Sanchez, UCCI Director of Marketing, PR, and Alumni and STEM Carib Conference Committee Member

## UCCI STEM SUMMER CAMP

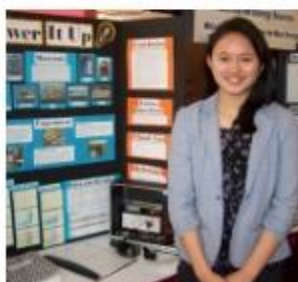


"I think one of the most important things that programmes like STEM Camp and the CEC internship do very well is feed the inquisitive nature of Cayman's youths by exposing them to new experiences and concepts," ThaliaRego-Ramos UCCI STEM Camp Facilitator and 2013 Summer in the City Intern

"It is through the generosity and enthusiasm of CEC that we are able to continue offering amazing learning experiences such as the STEM Summer Camp. They empower us to produce a curriculum unlike anything that is being offered in Cayman to families who normally struggle to find unique activities for their children at an affordable cost," Kristel Sanchez, UCCI Director of Marketing, PR, and Alumni and camp organiser

"There has been a growing interest in STEM since the establishment of the Dr. Wm. Hruday Obervatory some six years ago. It is for this reason that efforts of entities such as CEC play such an important role in continuing to stimulate, nurture and support interest and efforts to promote STEM education. The University College is greatly appreciative of the commitment of CEC in sponsoring the STEM Summer Camp. This sponsorship will allow for aspiring scientists, inventors, mathematicians, engineers, entrepreneurs, and leaders to train and prepare so that they compete on a global stage," UCCI President J.A. Roy Bodden, JP

## ROTARY SCIENCE FAIR



**6:00pm**

**Welcome**

*Master of Ceremonies  
President Elect William Inniss  
Rotary Central Cayman Islands*

**Keynote Address**

**Jack Copper**

*Managing Director of NeuralStudio SEZC*

**6:40pm**

**Dinner**

**7:10pm**

**Awards presentation**

*Rotarian Leyla Jackson  
Science Fair Chairperson*

**7:45pm**

**Closing remarks**

*Master of Ceremonies*



## CAYMAN ISLANDS MARKETING PROFESSIONALS – STUDENT SPONSORSHIP



“As a marketing professional operating within CEC’s special economic zone, I have been very impressed with the students that I’ve engaged with through the Enterprise Cayman program. It’s very reassuring for us to know that there is an eager and capable workforce coming out of post-secondary and that we’ll have a good talent pool to hire from as our special economic zone company continues to grow,” Tanya Wigmore, CIMPA’s Head of Training and Chief Marketing Officer at Meticulosity LLC (a Special Economic Zone Company)

“I was able to learn so much, network with industry professionals, and meet Richard Alan Reid from BuzzFeed who invited me to apply to the BuzzFeed internship programme. I never knew there were so many opportunities and careers paths within the field of marketing. I have a lot to think about and I’m excited to start my career after graduation this summer,” Taija McRae (18)



## WORLD TOKENOMIC FORUM – STUDENT SCHOLARSHIPS



NF

Nicole Farrington <nicole.farrington92@gmail.com>

Kaitlyn Elphinstone

4/26/

Re: Invitation - World Tokenomic Forum

You replied to this message on 4/26/2018 3:46 PM.

Hello Ms Kaitlyn Elphinstone,

I would be honoured to attend the World Tokenomic Forum networking lunch and Sandcastle Startup Challenge on Wednesday, May 9th. Please take this email as confirmation of my attendance. Thank you very much for this opportunity, I am looking forward to it!

May I ask what the dress code is for this event? Thanks.

Sincerely

Nicole Farrington

## NWDA PARTNERSHIP



**CAYMAN  
ENTERPRISE  
CITY**  
Special Economic Zones

Set Up Your Business in CEC Today →

Home About Set Up in CEC Community Partners **Blog** Careers Contact Us Workforce Development 82°F | 8:48 AM

# Cayman Enterprise City SEZ News

Home » Blog » Partnership Actively Helps Caymanians Develop Skills to Compete for Jobs

## Partnership Actively Helps Caymanians Develop Skills to Compete for Jobs

Jan 26, 2018 5:01:26 PM Adela Gonzales White Enterprise Cayman (Outreach)



### HELPING CAYMANIANS HONE JOB SKILLS

Cayman's special economic zone, Cayman Enterprise City (CEC), through its local jobs initiative Enterprise Cayman, actively partners with the National Workforce Development Agency (NWDA) to help improve job opportunities for Caymanians. A recent job skills training workshop illustrates how the partnership between the zone and the agency

### Subscribe to Email Updates

SUBSCRIBE

Read Our Newsletter

Recent Popular Categories



Cayman Enterprise City Wins Americas Free Zone of the Year 2018  
posted at Oct 18, 2018



Local Student's Career Gets a Boost  
posted at Oct 4, 2018



250 Special Economic Zone Companies Now Operating from Cayman Enterprise City

“The NWDA is pleased to partner with CEC to promote its internship programme and provide students information on how they best prepare when accessing these opportunities. Internships provide the opportunity to build relationships with an employer in an industry of interest, gain valuable applied experience and allows employers the opportunity to guide and evaluate talent,” said Dianne Conolly. “We would encourage young Caymanians to explore these specialised areas such as Media Internet, Commodities and Derivatives, Science and Technology, these are not jobs of the future, these are opportunities that are available now.”

## ENTERPRISE CAYMAN BLOG

Link: <https://www.caymanenterprisecity.com/blog/topic/enterprise-cayman-outreach>



## ICCI CORRESPONDENCE

**Sent:** Wednesday, November 21, 2018 2:37 PM

**To:** Kaitlyn Elphinstone <k.elphinstone@caymanenterprisecity.com>; Charles Kirkconnell <C.Kirkconnell@caymanenterprisecity.com>

**Cc:** 'Aleza Beverly' <aleza.beverly@icci.edu.ky>; 'Robert Lynch' <Robert.Lynch@icci.edu.ky>; 'Kayla Wood' <kayla.wood@icci.edu.ky>

**Subject:** We Thank You!

Charlie and Kaitlyn,

Thank you so much for taking the time to participate in the Career Readiness Day events here on campus yesterday evening. We appreciate your patience and flexibility through our technical difficulties.

Just to give you a bit of perspective on the positive impact that you made, we had 78 students who registered their attendance. Forty (40) of those completed surveys. Ninety percent (90%) of students who completed the surveys rated the quality of speakers at 4 or 5 on a 5-point scale and 87.5% rated the usefulness of the information presented at a 4 or 5 on a 5-point scale. How exciting!

We are thoroughly grateful for your participation and hope to have you back at another event to share and interact with our students.

We also want to get your feedback on the event. If you could take a brief moment to fill out the short survey by clicking on the link below, it would be greatly appreciated.

[https://docs.google.com/forms/d/e/1FAIpQLSf\\_jsj-2n7xiz7TpD-psGXsk7Yh3cHGJxNe5kz1d55Lje\\_nqg/viewform?usp=pp\\_url](https://docs.google.com/forms/d/e/1FAIpQLSf_jsj-2n7xiz7TpD-psGXsk7Yh3cHGJxNe5kz1d55Lje_nqg/viewform?usp=pp_url)

Have wonderful Thanksgiving and a great weekend!

Warm regards,

Joydel Trail

Director of Student Support and Career Services, ICCI

[595 Hirst Road](#), Newlands

P.O. Box 136 Grand Cayman KY1-1501 Cayman Islands

Campus: 345.947.1100

Office: 345.640.8110

**From:** Cody Mahaffey <cmahaffey@eightpoint.ky>

**Sent:** Tuesday, October 02, 2018 1:37 PM

**To:** Kaitlyn Elphinstone <k.elphinstone@caymanenterprisecity.com>; Recruiting <recruiting@eightpoint.ky>

**Cc:** Charles Kirkconnell <C.Kirkconnell@caymanenterprisecity.com>; Joydel Trail <joydel.trail@icci.edu.ky>

**Subject:** RE: Eightpoint<>ICCI Introduction

Thanks for facilitating the introduction, Kaitlyn.

Hi Joydel. Nice to meet you via email. Eightpoint is interested in partnering with the university to explore the possibility to match qualified graduates with our job openings. I am copying in our recruiting team so that we may begin that dialog with you.

Best,  
Cody

**Cody Mahaffey**

President

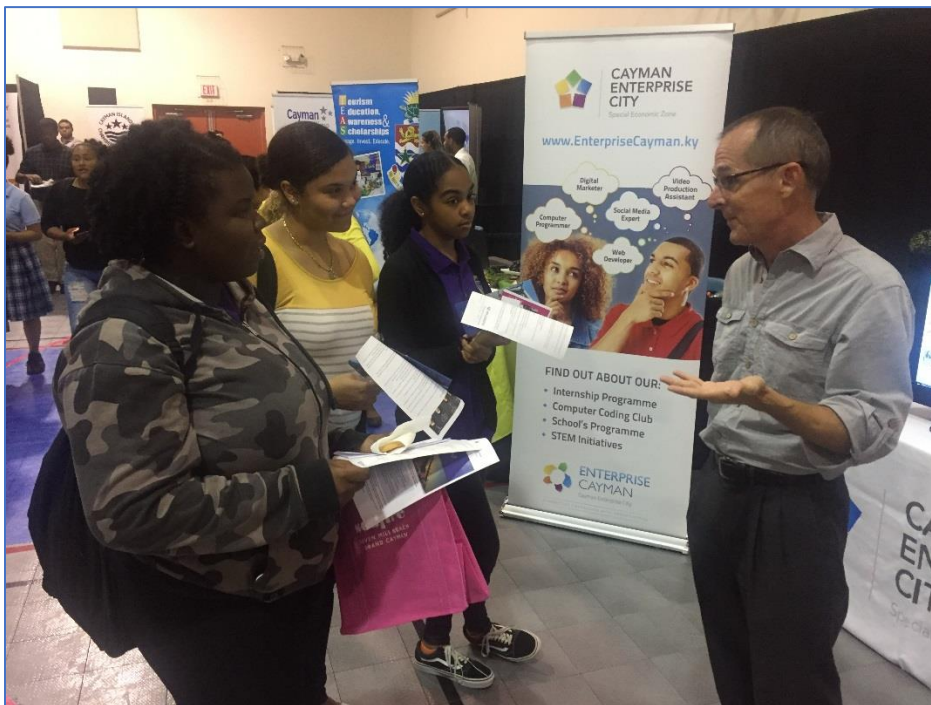
[cmahaffey@eightpoint.ky](mailto:cmahaffey@eightpoint.ky)



## CEC SCHOOLS PROGRAMME



Caption: Jada Watson, Haniff Wilson, SEZ community member Mark Hull, and Keane Myles



Caption: SEZ community member speaks to students at the Chamber's Career Expo

# Appendix C

## Client Exploratory Meeting Template

Enterprise Cayman Report ○ 2017-2018  
Cayman Enterprise City Career Development Bureau

# Client Experience – Client Exploratory meeting Questionnaire

## Meeting Details

Company Name:	<u>Enter company name:</u>	Date:	<u>Enter date</u>	Time:	<u>Enter time</u>
CEC Attendees:	<u>Enter CEC team member names</u>				
Client Contact				<u>Enter client contact</u>	
Title:	<u>Enter client contact title</u>	Client Contact information: <u>information</u>			
Other details	<u>Enter details (optional)</u>				
	<u></u>				

## Meeting Agenda

Question #1: How has your business been going this past year, and what can we do to help?

Notes: Enter notes

---

---

Question #2: How can we assist with the growth of your company?

Notes: Enter notes

---

---

Question #3: How can we help you find the talent that you need?

Notes: Enter notes

---

---

Question #4: Are you are interested in sourcing developers?

Notes: Enter notes

---

---

Question #5: What are some of the areas you would like to see improvements in from us that would enhance the experience for your company within the SEZ?

Notes: Enter notes

---

Question #6: Would you be interested in participating in community initiatives to help develop young Caymanians? (i.e. STEM presentations in schools, School career programs)

Notes: Enter notes

---

Question #7: As we are always seeking to grow our business, would you have any colleagues to introduce to us?

Notes: Enter notes

---

### **Additional Notes**

Enter Additional Notes.

# Appendix D

## Example SEZA Report

Enterprise Cayman Report ○ 2017-2018  
Cayman Enterprise City Career Development Bureau

# Cayman Enterprise City – Report to SEZA

## 5 December 2018

### 1. Current Client Summary

<u>SEZ Trade Certificates Issued</u>	As at 31 Dec 2017		30-Sep-18		31-Oct-18		30-Nov-18		Current	
Cayman Internet Park	86	45.0%	2	40.0%	6	150.0%	-2	100.0%	113	48.7%
Cayman Media Park	32	16.8%	3	60.0%	-1	-25.0%	-1	50.0%	37	15.9%
Cayman Science & Technology Park	18	9.4%	0	0.0%	-2	-50.0%	0	0.0%	17	7.3%
Cayman Commodities & Derivatives Park	45	23.6%	0	0.0%	1	25.0%	1	-50.0%	52	22.4%
Cayman International Academic Park	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Cayman Outsource Park	4	2.1%	0	0.0%	0	0.0%	0	0.0%	3	1.3%
Cayman Maritime & Aviation Services Park	6	3.1%	0	0.0%	0	0.0%	0	0.0%	10	4.3%
<b>Total Certificates Issued</b>	<b>191</b>	<b>100.0%</b>	<b>5</b>	<b>100.0%</b>	<b>4</b>	<b>100.0%</b>	<b>-2</b>	<b>100.0%</b>	<b>232</b>	<b>100.0%</b>
										<b>21.5%</b>

- New SEZ Trade Certificates YTD: 62
- Cancellations YTD: 21 (now includes the YE 2017 terminations)
- Signed clients scheduled for December: 6
- Signed clients scheduled for January and following: 4
- Proposed clients that we expect to sign a license agreement within the next three weeks: 8

<u>Employment Growth - from 31 December 2017</u>	As at 31 Dec 2017	30-Sep-18		31-Oct-18		30-Nov-18		Current	
	304	5	1.6%	17	5.6%	8	2.6%	375	23.4%

### 2. Business Development / Marketing

#### **Block Con 2018**

I attended BlockCon 2018 (<https://www.goblockcon.com/>) in Santa Monica, California in mid-October. We had a booth at the conference, which helped us generate some good new leads and connect with some of our clients and prospective clients, including the company that was runner-up in the pitch competition at the World Tokenomic Forum held in Cayman earlier this year.

Prior to the conference, I was in San Francisco for two days attending meetings with prospective clients. The meetings were arranged by a Partner at one of the Big Four accounting firms, including with some brand names in the blockchain development/IT industry. One of the companies I met with is visiting the island next week to start the process of establishing an office here.

#### **NBAA 2018**

From BlockCon I went to the National Business Aviation Association convention in Orlando. As before, I had a space in the Civil Aviation Authority's booth and together we attracted significant interest from a number of commercial operators. We expect that three (and maybe four) of the operators we met with will proceed with AOC and SEZTC applications.

#### **Sustainatopia Cayman 2019**

After a number of years of discussions, we have finally agreed to sign on as a lead sponsor of a Sustainatopia (please see <http://www.sustainatopia.com/home>) event to be held in Cayman from 4 June 2019 to 6 June 2019. Founded in

Private and confidential

2009, Sustainatopia remains one of the leading events in the world for social, financial and environmental sustainability & impact. Attendees have participated from more than 60 countries.

### **3. Main Campus**

The transfer of the 17.19 acre parcel of property to CEC's development company is still pending; we are still waiting on the (partial) abatement of stamp duty.

We formally broke ground at our site on 28 November. Preconstruction works and site investigations continue and construction will begin in January. Completion of our first building is scheduled for mid-Q4 2020.

### **4. Code Academy**

We are in discussions with UCCI and Code Fellows re. the offering of the various Code Fellows courses at UCCI as part of their continuing education programme. UCCI would like to offer a Code 102 (a 1 week, 20-hour introductory course) early in the new year. We are targeting a full roll-out of the Code Fellows programme in September 2019.

### **5. Awards**

#### UCCI President's Award

Roy Bodden, President of The University College of the Cayman Islands (UCCI), presented Charlie Kirkconnell, CEO of Cayman Enterprise City (CEC), with the President's Medal at the 1 November 2018 Commencement Ceremony held in Sir Vassel Johnson Hall. The award was given in recognition of CEC's longstanding and on-going commitment to supporting UCCI's technology-driven programmes in science, technology, engineering and maths (STEM).

The President's Medal is an award nominated by the UCCI President and approved by its Board of Governors which is designed to honour special contributors and benefactors for supporting the growth and development of the institution. The award was the final award given by President Bodden before newly appointed Dr. Stacy R. McAfee takes on the role of UCCI President in January 2019.

The award was one of only three President's Medals awarded by President Bodden during his tenure, which began in 2009.

#### fDI Magazine's Free Zones of the Year Awards

Cayman Enterprise City (CEC) has been recognised as 2018's top free zone in the Americas for small and medium-sized (SME) investors. In the annual search for the world's best free zones, the jury from fDi Magazine, part of the UK's Financial Times group, awarded CEC in two categories: one with commendation for 'Workforce Training & Development' and the another for 'SME Winner: Americas'.

In total, 79 entries were received from across the globe and the judging panel selected winners based on performance over the past year including elements such as percentage increase in tenants, strong growth, facilities, and implementation of new incentives giving the free zones a competitive edge.

## SEZA Report



<b>Employment Growth - from 31 December 2017</b>	As at 31 Dec 2017	30-Sep-18		31-Oct-18		30-Nov-18		Current	
	304	5	1.6%	17	5.6%	8	2.6%	375	23.4%
<b>Employment Growth: Projections</b>		30-Sep-18		31-Oct-18		30-Nov-18			
<b>Projected Additional Positions - Rolling 12 Month, adjusted for positions filled</b>	158	183	15.8%	187	18.4%	180	13.9%	180	
<b>By Park</b> Projected Additional Positions - Rolling 12 Month		30-Sep-18		31-Oct-18		30-Nov-18			
Cayman Internet Park		4	50.0%	16	76.2%	0	0.0%		
Cayman Media Park		4	50.0%	0	0.0%	0	0.0%		
Cayman Science & Technology Park		0	0.0%	0	0.0%	0	0.0%		
Cayman Commodities & Derivatives Park		0	0.0%	5	23.8%	1	100.0%		
Cayman International Academic Park		0	0.0%	0	0.0%	0	0.0%		
Cayman Outsource Park		0	0.0%	0	0.0%	0	0.0%		
Cayman Maritime & Aviation Services Park		0	0.0%	0	0.0%	0	0.0%		
		8	100.0%	21	100.0%	1	100.0%		
<b>SEZ Trade Certificates Issued</b>	As at 31 Dec 2017	30-Sep-18		31-Oct-18		30-Nov-18		Current	
Cayman Internet Park	86 45.0%	2	40.0%	6	150.0%	-2	100.0%	113	48.7%
Cayman Media Park	32 16.8%	3	60.0%	-1	-25.0%	-1	50.0%	37	15.9%
Cayman Science & Technology Park	18 9.4%	0	0.0%	-2	-50.0%	0	0.0%	17	7.3%
Cayman Commodities & Derivatives Park	45 23.6%	0	0.0%	1	25.0%	1	-50.0%	52	22.4%
Cayman International Academic Park	0 0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Cayman Outsource Park	4 2.1%	0	0.0%	0	0.0%	0	0.0%	3	1.3%
Cayman Maritime & Aviation Services Park	6 3.1%	0	0.0%	0	0.0%	0	0.0%	10	4.3%
<b>Total Certificates Issued</b>	191 100.0%	5	100.0%	4	100.0%	-2	100.0%	232	100.0%
									21.5%
<b>Persons Employed Within the SEZ</b>	As at 31 Dec 2017	30-Sep-18		31-Oct-18		30-Nov-18		Current	
Employed by Developer	11	0		1		0		14	
Employees In SEZ	293	5		16		8		361	
<b>Total Employed</b>	<b>304</b>	<b>5</b>		<b>17</b>		<b>8</b>		<b>375</b>	
<b>Breakdown of Parks in which Person are Employed</b>	As at 31 Dec 2017	30-Sep-18		31-Oct-18		30-Nov-18		Current	
<b>Cayman Internet Park</b>									
Telecommunications	12 1.3%	0	0.0%	0	0.0%	0	0.0%	12	3.2%
Computer Programming, Consultancy and Related Activities	126 32.1%	3	60.0%	11	64.7%	8	100.0%	183	48.8%
Information Services Activities	9 2.1%	0	0.0%	1	5.9%	-1	-12.5%	10	2.7%
	147 35.4%	3	60.0%	12	70.6%	7	87.5%	205	54.7%
<b>Cayman Media Park</b>									
Publishing Activities	3 2.9%	0	0.0%	3	17.6%	0	0.0%	6	1.6%
Motion Picture, Video & Television Programme Production, Sound Recording and Music Publishing Activities	39 2.1%	1	20.0%	1	5.9%	0	0.0%	25	6.7%
Programming and Broadcasting Activities	4 2.5%	0	0.0%	0	0.0%	0	0.0%	4	1.1%
Advertising and Market Research	15 8.8%	0	0.0%	0	0.0%	0	0.0%	18	4.8%
	61 16.3%	1	20.0%	4	23.5%	0	0.0%	53	14.1%
<b>Cayman Science &amp; Technology Park</b>									
Scientific Research and Development	17 1.7%	0	0.0%	-1	-5.9%	0	0.0%	18	4.8%
Other Professional, Scientific and Technical Activities	1 0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	18 2.1%	0	0.0%	-1	-5.9%	0	0.0%	18	4.8%
<b>Cayman Commodities &amp; Derivatives Park</b>									
Financial Services Activities, except Insurance and Pension Funding	60 40.8%	1	20.0%	2	11.8%	0	0.0%	77	20.5%
Activities auxiliary to Financial Service and Insurance Activities	5 1.3%	0	0.0%	0	0.0%	0	0.0%	4	1.1%
	65 42.1%	1	20.0%	2	11.8%	0	0.0%	81	21.6%
<b>Cayman International Academic Park</b>									
Instruction and Specialised Training, Generally for Adults	0 0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Libraries, Archives, Museums and Other Cultural Activities	0 0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	0 0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Cayman Outsource Park</b>									
Activities of Head Offices, Management Consultancy Activities	3 3.8%	0	0.0%	0	0.0%	0	0.0%	3	0.8%
Other Business Support Service Activities	1 0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	4 4.2%	0	0.0%	0	0.0%	0	0.0%	3	0.8%

Cayman Maritime & Aviation Services Park										
Martime Services Businesses	7	0.0%	0	0.0%	0	0.0%	0	0.0%	9	2.4%
Aviation Services Businesses	2	0.0%	0	0.0%	0	0.0%	1	12.5%	6	1.6%
	9	0.0%	0	0.0%	0	0.0%	1	12.5%	15	4.0%
Total Employment: All Parks	304	100.0%	5	100.0%	17	100.0%	8	100.0%	375	100.0%
	As at 31 Dec 2017		30-Sep-18		31-Oct-18		30-Nov-18		Current	
Number of live employment opportunities logged on database	5		3		2		0		14	
Cumulative Opportunities logged on Database	78		3		2		0		88	
Number of matches of qualified Caymanians to logged employment opportunities	62		0		0		0		64	
Number of Caymanians employed in SEZ (includes attrition)	As at 31 Dec 2017		30-Sep-18		31-Oct-18		30-Nov-18		Current	
Parks in which Caymanians and PR Holders employed:										
Cayman Internet Park	12		0		8		3		29	
Cayman Media Park	7		0		1		0		6	
Cayman Science & Technology Park	1		0		0		0		1	
Cayman Commodities & Derivatives Park	3		0		0		0		5	
Cayman International Academic Park	0		0		0		0		0	
Cayman Outsource Park	0		0		0		0		0	
Cayman Maritime & Aviation Services Park	2		0		0		1		4	
Cayman Enterprise City	6		0		1		0		7	
Total:	31		0		10		4		52	
Number of Permanent Residents employed in SEZ	13		0		0				13	
	As at 31 Dec 2017		30-Sep-18		31-Oct-18		30-Nov-18		Current	
Number of persons employed in SEZ recruited locally	44	14.47%	0		10		4		65	17.33%
Number of persons employed in SEZ recruited internationally	260	85.53%	5		7		4		310	82.67%

# Appendix E

UCCI-CEC STEM Partnership Report

Enterprise Cayman Report ○ 2017-2018  
Cayman Enterprise City Career Development Bureau

UNIVERSITY COLLEGE OF THE CAYMAN ISLANDS

# UCCI-CEC STEM PARTNERSHIP

**ADVANCING STEM EDUCATION  
IN THE CAYMAN ISLANDS**



## **PRESENTED BY**

KRISTEL SANCHEZ  
DIRECTOR OF MARKETING, PR AND ALUMNI  
MEMBER, STEM CARIB CONFERENCE COMMITTEE  
COORDINATOR, UCCI STEM SUMMER CAMP

---

# UCCI - CEC STEM PARTNERSHIP



## AN INTRODUCTION

A pioneer partner since 2012, Cayman Enterprise City (CEC), through its Enterprise Cayman initiative, has been helping the University College of the Cayman Islands (UCCI) advance Science, Technology, Engineering and Mathematics (STEM) education through the annual STEM Carib Conference, the UCCI STEM Summer Camp and the STEM Ambassador programme.

---

# CEC'S SUPPORT THROUGH THE YEARS

## THE STEM CARIB CONFERENCE

A part of President J.A. Roy Bodden's vision for UCCI is for the institution to offer programmes that expand the youth's academic and professional horizons and empower them to compete in a globalized world.

Knowing that STEM is the way of the future, President Bodden, along with co-founder Dr. William Hrudehy, assembled a group of enthusiasts that would blaze the trails of advancing STEM education in the Cayman Islands.

They created STEM Carib in 2012, an experience that seeks to spark young people's interest in all things STEM – from astronomy and nanotechnology to paleontology and cryptocurrencies, among other things. Through workshop-seminars, the conference also provides teachers with techniques on how to improve the teaching and learning process in Cayman's classrooms.

Not only do attendees gain valuable insights on the latest trends in STEM, they also come away with a better understanding of how the world works, and more importantly, how to position

themselves in order to take advantage of lucrative STEM Careers.

Cayman Enterprise City has been a longstanding sponsor of the annual STEM Carib Conference since 2012. Having seen the success of the inaugural conference, CEC agreed to support the STEM Ambassador Programme, an initiative that allows selected high school and tertiary level students to attend the conference at no cost. This programme, which started at 50 students, is now able to accommodate at least 100 attendees every year.

Part of CEC's sponsorship is the STEM Ambassador Breakfast, a speed mentoring session which enables the STEM Ambassadors to engage featured speakers in meaningful conversations about their expertise and their academic and professional journeys.

In 2015, CEC also sponsored a STEM Ambassador pre-conference workshop featuring Dr. David Chestnut from Fabrilink SEZC, Suzanne Klein, CEO of WriteSteps SEZC, and Richard Abbott, President of Abbott Aerospace SEZC Ltd.



---

# STEM CARIB CONFERENCE

## Recognizing CEC's Support

CEC initially signed on as a Friend of STEM in 2012 but has been a Gold Sponsor since 2013. CEC's support of the conference is recognized through:

- Positioning as a gold sponsor during the event promotion campaign
- Exhibitor space providing opportunity for branding and interaction with the participants
- Inclusion of logo in the programme, conference bag, newsletters and social media
- Acknowledgement on the event website
- Acknowledgement throughout the conference through periodic announcements and the event slideshow
- Acknowledgement of CEC as the presenter of the STEM Ambassador Breakfast
- Speaking opportunity during the STEM Ambassador Breakfast
- Acknowledgement in the post-event ad
- Acknowledgement in the post-event press release and newsletter
- Interview with UCCI TV
- Acknowledgement in the STEM Carib 2018 souvenir magazine distributed to all the schools, sponsors, speakers and other partner institutions.



## STEM CARIB 2018 HIGHLIGHTS

- 850 attendees (up 30% from 2017)
- 18 overseas speakers (up 22% from 2017) and six local speakers
- First staging to introduce breakout sessions for primary school children
- 10 additional breakout sessions
- 80% of the sessions were hands-on or interactive
- Six (6) Teacher's Workshops - counted as Professional Development sessions

---

# CEC'S SUPPORT THROUGH THE YEARS

## THE UCCI STEM SUMMER CAMP

Established in 2017, the STEM Summer Camp was introduced to sustain STEM learning outside of the classroom and the STEM Carib Conference with a view of inspiring students to pursue careers in STEM.

The camp is designed to expose students to a wide variety of subjects and topics through hands-on, interactive activities that encourage critical thinking, collaboration and team work.

Through CEC's sponsorship, the camp has been made accessible to 58 families who struggle to find engaging activities for their STEM-inclined children at the unbeatable cost of only \$25 per day which also includes lunch and two snacks.

Since CEC agreed to help expand the Summer Camp in 2018, the following were achieved:

- Expand the camp from three days to five days which allows for the introduction of more topics and an in-depth approach to learning
- Attendees were able to take home the robotic kits and terrariums they assembled
- Students produced artwork using paint they made in the lab
- Offer the camp to three additional students.



# STEM SUMMER CAMP

## RECOGNIZING CEC'S SUPPORT

As the UCCI STEM Summer Camp's presenting sponsor, CEC is recognized through:

- Positioning as the presenting sponsor in the pre-event campaign
- Pre and post event press releases also posted on the UCCI website
- Inclusion of logo in marketing collateral and advertisements
- Acknowledgements in social media posts
- Media interviews
- Speaking opportunities at the opening and closing events
- Opportunity to present certificates to attendees
- Inclusion of logo on attendee certificates



---

# CONCLUSION



The University College of the Cayman Islands deems Cayman Enterprise City as an important partner in advancing STEM education in Cayman so that young people can thrive in the future and take their rightful place in society.

UCCI looks forward to collaborating with CEC further to deliver quality offerings in the years to come.

**"IF EVERYONE IS MOVING FORWARD TOGETHER, THEN SUCCESS TAKES CARE OF ITSELF."**

**– HENRY FORD**

# Appendix F

## ICCI Presentation Example

Enterprise Cayman Report ○ 2017-2018  
Cayman Enterprise City Career Development Bureau

# Cayman Enterprise City

## The Cayman Islands'

### Special Economic Zones



**CAYMAN  
ENTERPRISE  
CITY**

Special Economic Zones

# Cayman Enterprise City

Cayman Enterprise City is an award-winning development project which consists of three special economic zones, located in the Cayman Islands.



CAYMAN  
ENTERPRISE  
CITY  
Special Economic Zones

[caymanenterprisecity.com](http://caymanenterprisecity.com)

# Cayman Enterprise City



- **An economic driver bringing direct foreign investment to the islands**
- **Diversifying and expanding the economy**
- **Creating new types of jobs and entrepreneurial opportunities for the local community**
- **Bringing educational benefits and knowledge-transfer**
- **Boosting the development of improved technologies and infrastructure**



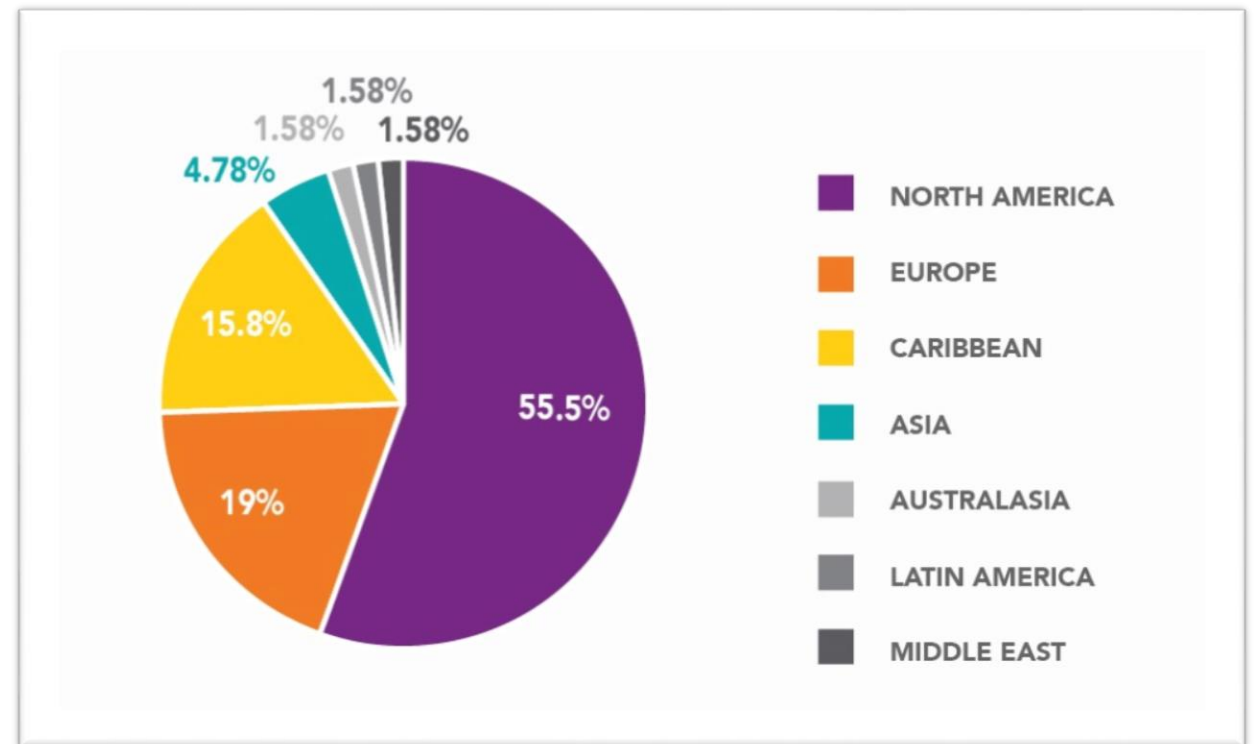
**CAYMAN  
ENTERPRISE  
CITY**  
Special Economic Zones

[caymanenterprisecity.com](http://caymanenterprisecity.com)

# A Growing City

CEC has brought over **250 companies** to set up a physical staffed office presence in the Cayman Islands.

Clients are from over **20 countries** across the globe.



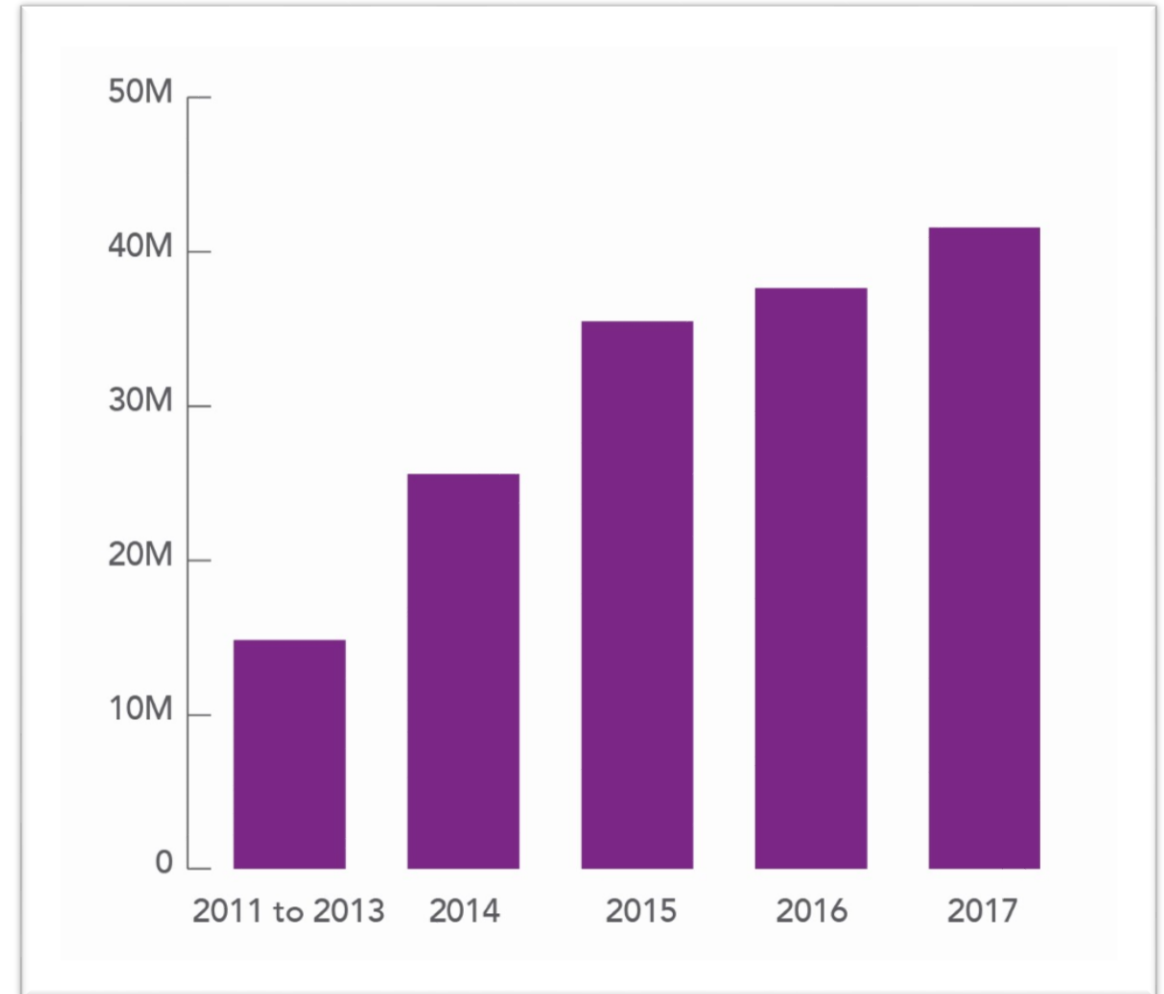
CAYMAN  
ENTERPRISE  
CITY  
Special Economic Zones

[caymanenterprisecity.com](http://caymanenterprisecity.com)

# A Growing City

Last year, CEC contributed an estimated **US \$41 million** to Cayman's economy.

CEC's total economic impact is conservatively estimated to be **US \$155 million**.



**CAYMAN  
ENTERPRISE  
CITY**  
Special Economic Zones

[caymanenterprisecity.com](http://caymanenterprisecity.com)

# Project Update

**In April 2018, a \$39 million plan for the first phase of a new 53-acre campus was approved by the Central Planning Authority.**

**Next week, CEC will break ground on the new campus development.**



**CAYMAN  
ENTERPRISE  
CITY**  
Special Economic Zones

[caymanenterprisecity.com](http://caymanenterprisecity.com)

# Project Update



**FDi**  
FREE ZONES  
OF THE YEAR  
2018

**WINNER: AMERICAS**

**SME**



**FDi**  
FREE ZONES  
OF THE YEAR  
2018

**COMMENDED FOR:**

**WORKFORCE TRAINING & DEVELOPMENT**



**CAYMAN  
ENTERPRISE  
CITY**  
Special Economic Zones

[caymanenterprisecity.com](http://caymanenterprisecity.com)

# Cayman Enterprise City

CEC is developing the Caribbean's first Special Economic Zones focused on “**knowledge-based industries**” which refers to industries which are intensive in their inputs of technology and/or human capital.



**CAYMAN  
ENTERPRISE  
CITY**  
Special Economic Zones

[caymanenterprisecity.com](http://caymanenterprisecity.com)

# Special Economic Zones



## CAYMAN TECH CITY

by Cayman Enterprise City

- *Science*
- *Technology*
- *Media*
- *Marketing*
- *Digital*
- *Internet Tech*



## CAYMAN COMMODITIES & DERIVATIVES CITY

by Cayman Enterprise City

- *Trading*
- *Exchanges*
- *Assets*
- *Management*



## CAYMAN MARITIME & AVIATION CITY

by Cayman Enterprise City

- *Operations*
- *Consulting*
- *Innovation*
- *Management*
- *Technology*



CAYMAN  
ENTERPRISE  
CITY

Special Economic Zones

[caymanenterprisecity.com](http://caymanenterprisecity.com)

# Cayman Enterprise City

CEC is helping to diversify Cayman's economy and create **NEW technology-driven careers** for Caymanians that haven't previously existed in the Cayman Islands.



**CAYMAN  
ENTERPRISE  
CITY**  
Special Economic Zones

[caymanenterprisecity.com](http://caymanenterprisecity.com)

# Innovative Careers!



[www.enterprise cayman.ky](http://www.enterprise cayman.ky)



**CAYMAN  
ENTERPRISE  
CITY**  
Special Economic Zones

[caymanenterprisecity.com](http://caymanenterprisecity.com)

# Enterprise Cayman



CONNECTING CAYMANIANS WITH OPPORTUNITIES

CEC's **Enterprise Cayman** initiative is helping Caymanians acquire skills needed to fill the jobs that are being created within Cayman's special economic zones.



**CAYMAN  
ENTERPRISE  
CITY**  
Special Economic Zones

[caymanenterprisecity.com](http://caymanenterprisecity.com)

# Enterprise Cayman

CEC is inspiring the next generation to pursue technology-driven careers by connecting students with the experts, by supporting **innovative programming**, and through engaging learning opportunities.



**CAYMAN  
ENTERPRISE  
CITY**  
Special Economic Zones

[caymanenterprisecity.com](http://caymanenterprisecity.com)

# Enterprise Cayman



The CEC ‘Summer in the City’ **internship & mentorship programme** is open to Caymanians and residents between the ages of 18-25 and lasts for one to two months.



CAYMAN  
ENTERPRISE  
CITY  
Special Economic Zones

[caymanenterprisecity.com](http://caymanenterprisecity.com)

# Jobs Portal

CEC's **Jobs Portal** is connecting Caymanians with exciting career opportunities at innovative global businesses.



JOB  
VACANCY

Visit **[www.jobs.caymanenterprisecity.com](http://www.jobs.caymanenterprisecity.com)** to view a complete list of available jobs.



CAYMAN  
ENTERPRISE  
CITY  
Special Economic Zones

[caymanenterprisecity.com](http://caymanenterprisecity.com)

# Jobs Portal - Newspaper



**CAYMAN  
ENTERPRISE  
CITY**  
Special Economic Zones

*Connecting Caymanians with  
exciting career opportunities at  
innovative global businesses!*

## **Featured Job: FX (Foreign exchange) Trader**

Join a results driven Fund Management Team who are looking for an *FX (Foreign exchange) Trader* with a minimum of 3-5 years presentable track record. The candidate should have a strong technical background and a solid understanding of the G7 currency pairs. Candidates will be tested on both technical techniques and fundamental/macro-economic analysis prior to being interviewed.

**Remuneration is highly competitive  
and trading performance  
rewarded generously.**

***Interested in  
working within  
Cayman's Special  
Economic Zones?***

Cayman Tech City  
Cayman Maritime &  
Aviation City  
Cayman Commodities &  
Derivatives City

## **Jobs Portal**

**[jobs.caymanenterprisecity.com](http://jobs.caymanenterprisecity.com)**

*Visit the CEC Jobs Portal to view a  
complete list of available jobs, for  
additional details, and to apply.*



**CAYMAN  
ENTERPRISE  
CITY**  
Special Economic Zones

[caymanenterprisecity.com](http://caymanenterprisecity.com)

# Jobs Portal – Social Media



**CAYMAN  
ENTERPRISE  
CITY**  
Special Economic Zones

[caymanenterprisecity.com](http://caymanenterprisecity.com)

# Jobs Portal - Newsletter

## Jobs at Cayman Enterprise City



JOB  
VACANCIES

Current Vacancies • Take the next step in your career...

[C++ Developer](#)

[Investment Performance Analyst](#)

[Accountant](#)

[Customer Support Agent](#)

[Website Development Project Manager](#)

[DevOps QA Engineer](#)

[Software Engineer](#)

[IT Project Manager](#)

For a complete list of current vacancies and to apply [click here](#).



CAYMAN  
ENTERPRISE  
CITY  
Special Economic Zones

[caymanenterprisecity.com](http://caymanenterprisecity.com)

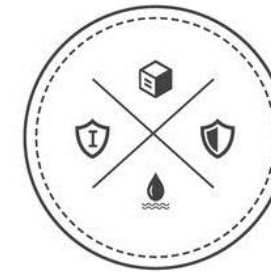
# Workshops, Presentations & Events



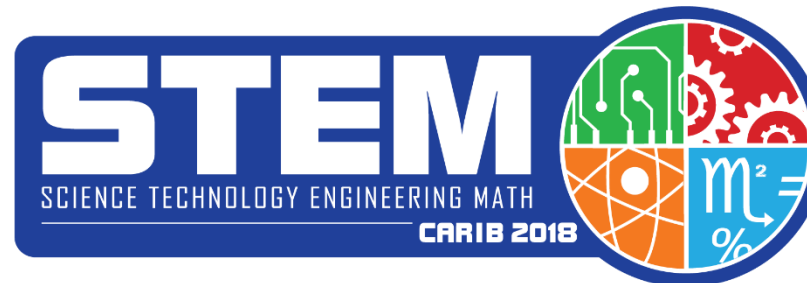
NATIONAL WORKFORCE  
DEVELOPMENT AGENCY  
CAYMAN ISLANDS GOVERNMENT



**Code  
Fellows**



WORLD  
TOKENOMIC  
FORUM



CAYMAN  
ENTERPRISE  
CITY  
Special Economic Zones

[caymanenterprisecity.com](http://caymanenterprisecity.com)

# Keep in Touch!



**[www.caymanenterprisecity.com](http://www.caymanenterprisecity.com)**

**[innovate@caymanenterprisecity.com](mailto:innovate@caymanenterprisecity.com)**

**LinkedIn • Cayman Enterprise City**

**Instagram @CaymanEnterpriseCity**

**Twitter @CEC\_Cayman**

***Sign up to our newsletter***



**CAYMAN  
ENTERPRISE  
CITY**

Special Economic Zones

[caymanenterprisecity.com](http://caymanenterprisecity.com)

# Appendix G

NWDA Training Support Example

Enterprise Cayman Report ○ 2017-2018  
Cayman Enterprise City Career Development Bureau

The NWDA provides the resources to connect and monitor Interns and Host Organizations participating in Internship Programme. Providing assistance with:

- The promotion of the opportunities to eligible Caymanians;
- Conduct interviews of all interested persons;

## **1. Two (2) Day Resume and Interview Sessions**

### **i Resume Writing Part 1 & 2 (Day 1)**

The job market continues to change, as does the way we look for work. Your resume is a tool to help you get your foot in the door when you are trying to make contact with a potential employer. Along with a cover letter, it explains the benefits that you bring to a particular organization. Since your resume acts like a key that opens a door, it is important that you have a resume for every job you apply to, even if you have never used one before.

### **ii Interview Skills Part 1 & 2 (Day 2)**

The interview is one of the key elements of the job search process. As with any skill, we can get better at it with preparation and practice. In this workshop, participants will explore how to prepare for an interview and become familiar with the types of questions to expect, as well as the questions they should think about asking.

## **2. Conduct a 5-Day Job Readiness training for selected participants prior to the start of the internship in the following areas:**

### **i Building Positive Relationships**

After this workshop participants will have a greater understanding of what steps to take as they set out to build healthy, professional relationships with others. With the ultimate goal of making it easier for participants to get along with others in the workplace, and in life, this workshop lays the foundation to enhance their communication skills and navigate conflict and other interpersonal challenges.

### **ii Active Listening**

After this workshop participants will have a greater understanding of the differences between listening and hearing. Through role plays and hands on learning participants will discover what can get in the way of effective listening and tips and tricks for effective communication. Thinking about everyday situations participants will come to appreciate how this skill can enhance their ability to navigate difficult workplace situations.

### **iii Overcoming Communication Barriers**

After this workshop participants will have a greater understanding of how to effectively communicate with others. In this workshop participants learn how to listen for understanding, building on those skills in this workshop participants will develop practical skills that will help to ensure that what is said is what is heard. By exploring the many barriers to effective communication participants will develop practical tools that will help them to navigate challenges that get in the way of effective communication.

### **iv Creating a Positive First Impression**

After this workshop participants will walk away with insights on how they present to the world around them. From dress and appearance to non-verbal communication such as body language, through this workshop participants will have a greater awareness self and in the practical tools needed to make a great, and lasting, first impression.

**v Getting Along in the Workplace Part 1 & 2**

While people often see conflict as a negative experience it can actually provide an opportunity for growth, development and the building of positive, healthy relationships. Conflict becomes an issue when the people involved cannot work through it. When this type of conflict arises, negative energy can result, causing hurt feelings and damaged relationships. Through this workshop participants will explore different ways of working through conflict and will walk away with the tools needed to use conflict to successfully navigate conflict in the workplace.

**vi Positioning Yourself for Success Part 1 & 2**

Personal and professional goal setting involves figuring out what's important to you, what gets you excited, what you value, and what steps you need to take in order for you to realise your dreams and aspirations. Through this workshop participants will explore their personal values, identify their goals and develop of a personal action plan that will take them one step closer to realising their dreams and aspirations.

**vii Customer Service**

In this workshop, participants will learn how to demonstrate a customer service approach and understand how their behaviour affects the behaviour of other. It examines the importance of demonstrating confidence and skill when problem solving and provides techniques on how to deal with difficult customers. Participants will learn how to make a choice to provide customer service.

**viii Financial Management**

In this workshop, participants will learn how to define the following key terms: budget, expenses, income, wants versus needs, fixed income, unexpected expense, and debt. Participants will be able to plan a working budget, receive knowledge to develop a budget to use in their family/personal life, learn how to create a budget using spreadsheets, distinguish between wants and needs and better understand their income, expenses, and plan a realistic budget.

**ix Social Media in the Workplace**

More than 75 percent of employees belong to one or more social networks. What employees do while online can impact the workplace and working relationships and can be a potential liability for the organization. This course educates participants about high-risk online behaviours, and employee responsibilities related to social media use.

**x Surviving and Thriving Through Career Change**

Downsized, re-structured, right-sized, terminated, fired, resignation - changes in career can be a significantly impactful event in anyone's life. When people lose their job, or people become frustrated or simply resign, having no plan does not go a long way to easing the subsequent fallout of shock, frustration, anger, powerlessness, confusion and sadness. Unemployment takes its toll on financial, emotional, social, and time resources. This course challenges participants to rethink who they are and how they approach work.

# Appendix H

Code 101 Workshop Handouts  
In Partnership with Code Fellows and UCCI

Enterprise Cayman Report ○ 2017-2018  
Cayman Enterprise City Career Development Bureau



# **WELCOME TO CODE FELLOWS**

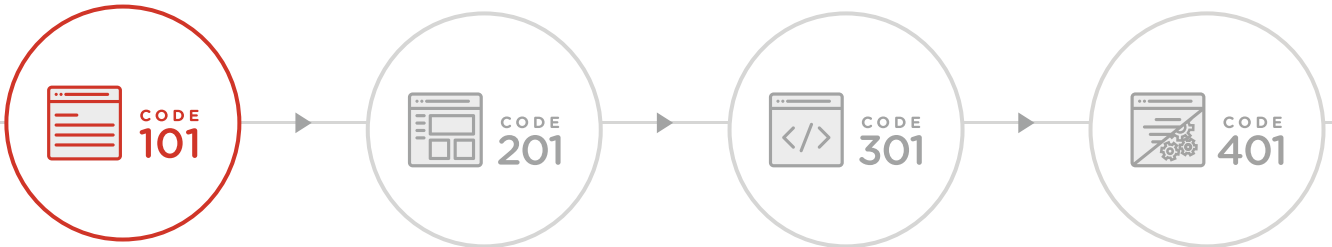
Code 101

Intro to Software Development  
& Careers in Tech



# Code Fellows

## Code 101: Intro to Software Development & Careers in Tech



### What You'll Do in Code 101



**BUILD** a website from scratch using HTML, CSS, and the tools used by software developers around the world.



**LEARN** what a career in software development is really like, decide if it's for you, and find out the next steps to achieve your goals.



**ENGAGE** with current software developers, students, and aspiring developers to join a supportive community.



**REGISTER** online! Save your seat for this one-day workshop by visiting:  
[WorkSourceOct101.eventbrite.com](http://WorkSourceOct101.eventbrite.com)

### Course Details



WHEN:

**9am - 8pm**  
**Oct. 22, 2016**



WHERE:

**500 SW 7th St #100**  
**Renton, WA 98057**



WHO:

**Coding**  
**Beginners**

### CREATE A WEBSITE WITH A TEAM

# HTML

Build the Structure

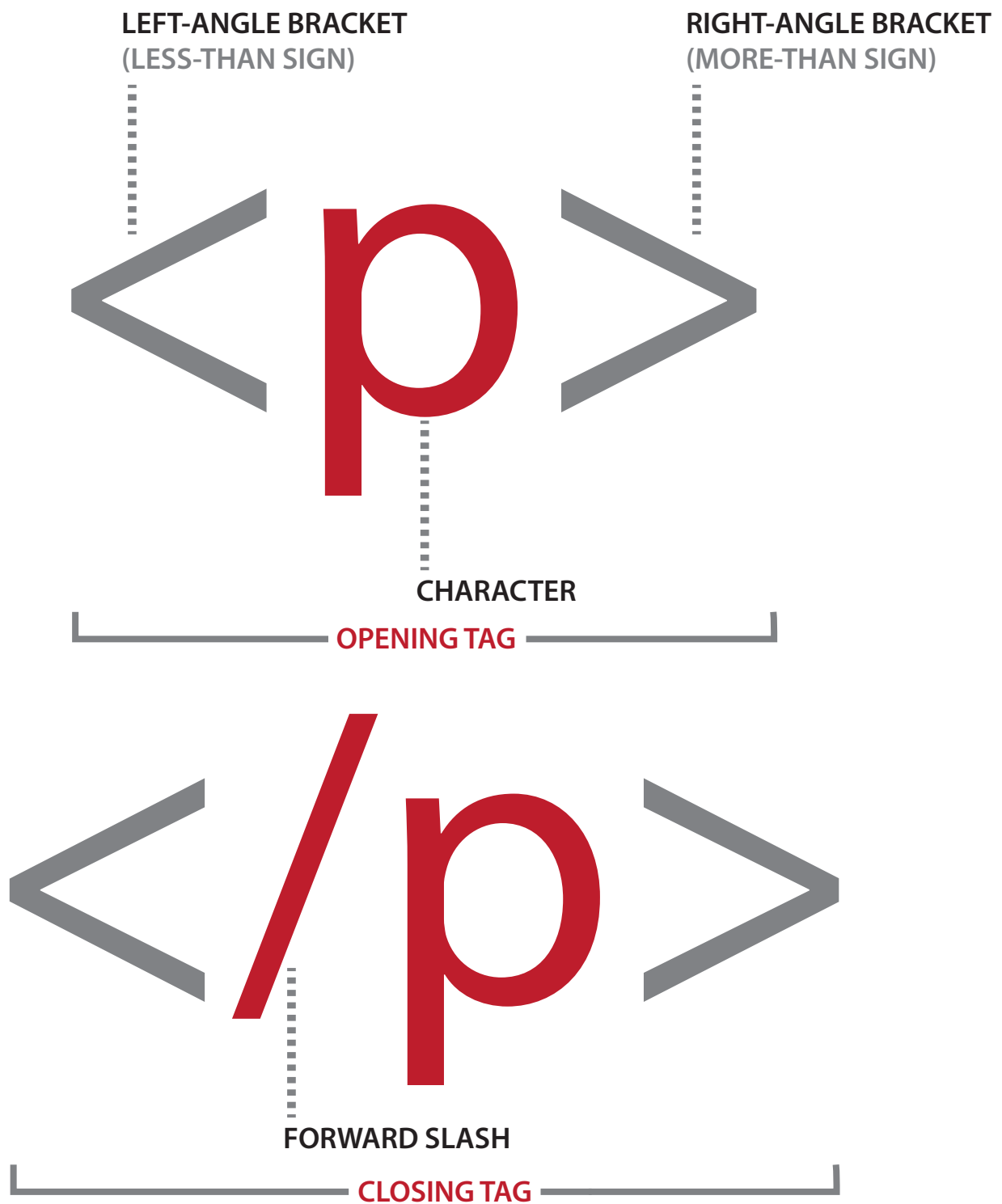
# CSS

Add Some Flair

# GIT

Hit the Launch Button

# TAG ANATOMY

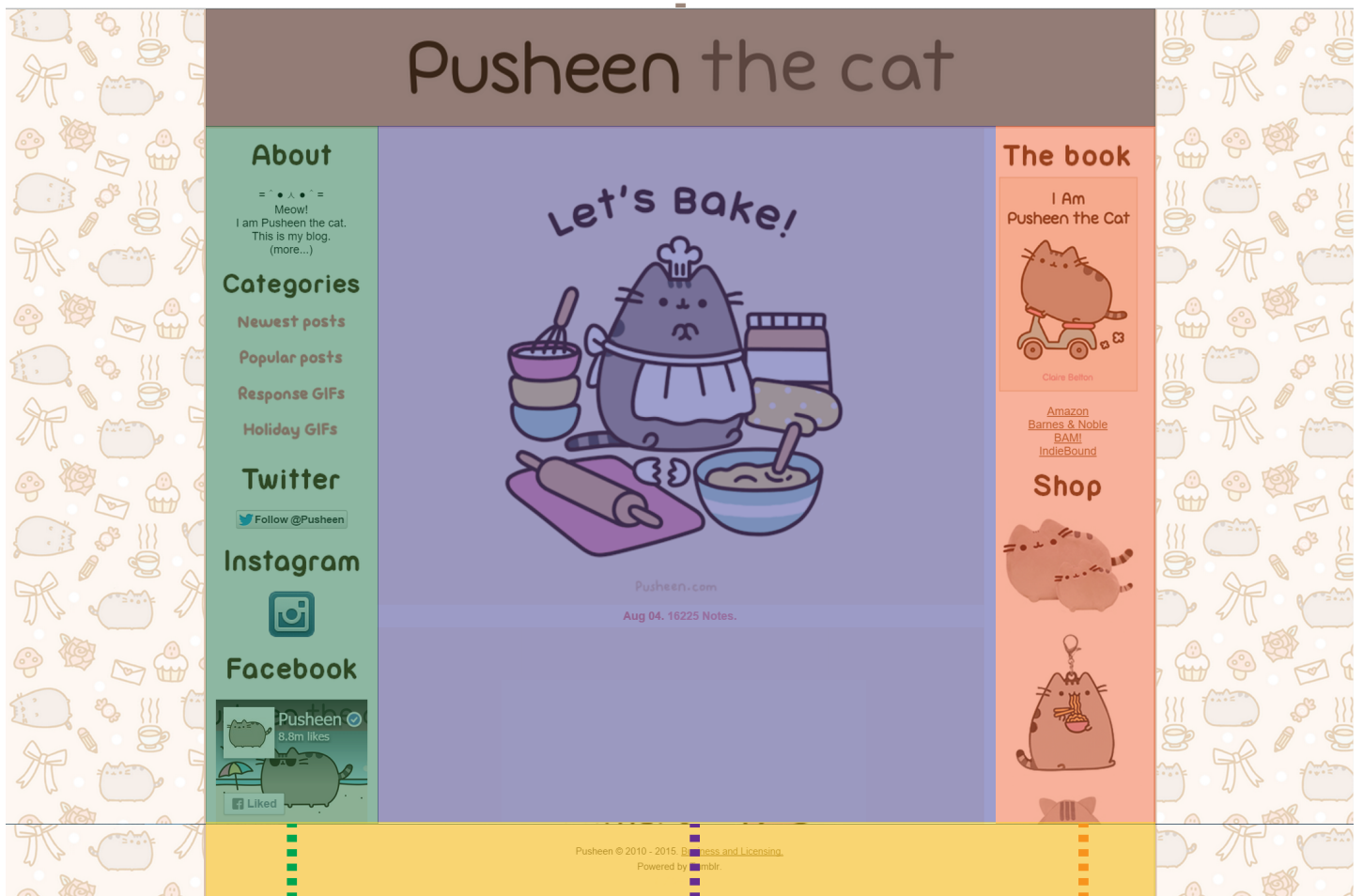


The **character** in each bracket indicates the tag's purpose.  
The content is written between the two tags.

# HTML SITE ANATOMY

## HEADER

```
<header></header>
```



## NAV

```
<nav></nav>
```

## SECTION

```
<section></section>
```

## ASIDE

```
<aside></aside>
```

## FOOTER

```
<footer></footer>
```

# HTML SITE ANATOMY

## HEADER

`<header></header>`

## Earthquake Preparedness

## LIST

`<ul><li></li></ul>`

## LINK

`<a href="url">`

`</a>`

## IMAGE

``

## PARAGRAPH

`<p></p>`

[North America](#)

[East Asia](#)

[Southeast Asia](#)



### North America

Look around places where you spend time. Identify safe place such as under a sturdy piece of furniture or against an interior wall in your home, office or school so that when the shaking starts, you Drop to the ground, Cover your head and neck with your arms, and if a safer place is nearby, crawl to it and Hold On.

When the shaking stops, look around. If there is a clear path to safety, leave the building and go to an open space away from damaged areas.

© Your Name Here 2015

## SECTION

`<section></section>`

## ARTICLE

`<article></article>`

# HTML CHEAT SHEET

`<head></head>`

This tag contains content ABOUT the page like the **title**.

`<title></title>`

This tag contains the title that shows up in the browser title bar.

`<body></body>`

This tag contains content shown ON the page like a **paragraph**.

`<p></p>`

Surround each paragraph of content with this tag.

`<a href="url"></a>`

Create links! The content between the tags is the display text.

``

This tag inserts an image. It doesn't need to be closed.

`<strong></strong>`

This tag **bolds** the content between it.

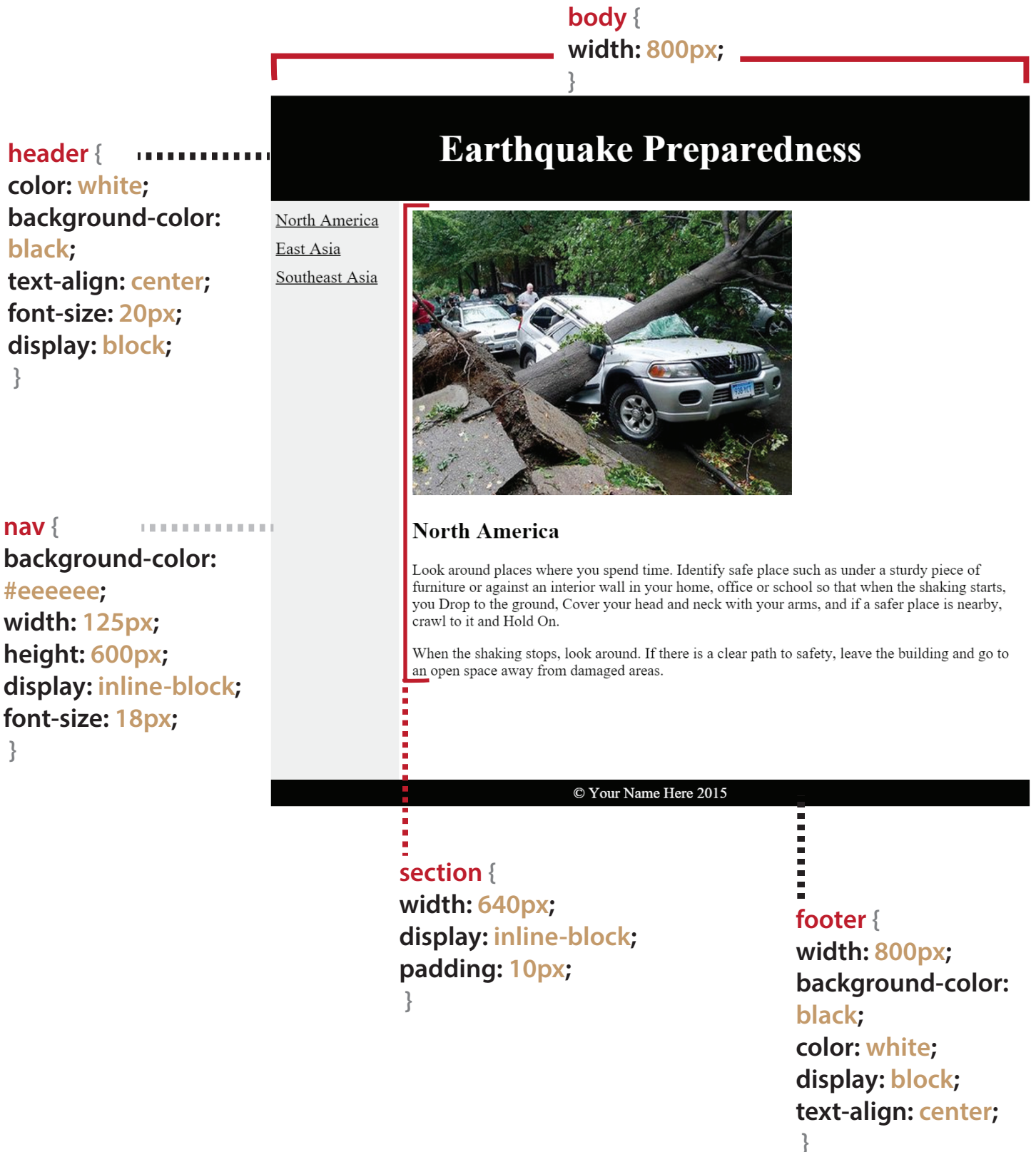
`<br />`

This tag creates a line break. It does not require a closing tag.

`<h1></h1>`

Use this tag with a number 1-6 to define a heading. `<h1>` is the largest and `<h6>` the smallest.

# CSS SITE ANATOMY



# CSS CHEAT SHEET

## width

The content area's width (within the padding, border, and margin)

## margin

The margin of the element on each of its four sides.

## padding

The padding of the element on each of its four sides.

## background-color

Set the background color of an element with a value or keyword.

## color

Set the text color of an element with a value or keyword.

## font-size

Specify the size of the font using a value or keyword.

## text-align

Set the horizontal alignment of text using a keyword.

## vertical-align

Set the vertical alignment of text using a keyword.

## display

The way an element is rendered on screen. This setting can affect the position of other elements.

# GIT CHEAT SHEET

## Navigating the Terminal

**cd** folder-name

Type **cd** folder-name to navigate to a folder.<sup>1</sup> Type **cd ..** to go to the parent folder.

**ls -la**

Display ALL (including hidden) files in the folder. **-la** is a flag. Flags modify commands.<sup>2</sup>

## Using Git

**git clone** url

Replace url with the url of a repo you want to clone to your computer.

**git add --all**

This command will stage ALL untracked files.

**git status**

It shows which updated files are untracked (not git added) and which are staged.

**git commit -m "msg"**

Commit ALL staged files. Replace msg with a descriptive message.

**git push origin master**

This command will upload your commit to GitHub.

<sup>1</sup> Start typing the folder name and hit tab to auto-complete.

<sup>2</sup> Flag letters are abbreviations. **l** stands for list and **a** stands for all. You can mix and match these freely. Try **ls**, **ls -a**, and **ls -l** to see the differences.

# UPLOADING A PAGE TO GITHUB

## Host your web site on GitHub

“Deployment” is the process of moving your code from your computer to a web server where anyone can access it with a browser. Follow along with these steps to deploy the web site that your team built.

1. The pair in your team that is working on the *home* page of your website MUST name it *index.html*. If this is not the case, they should rename it now. *Note to all team members: Anytime you change the filename of your HTML files, you must update the links(<a>) in your code so they reference the new filename.*
2. Make sure the file is saved into a folder named “Projects” in your your home directory.
3. Open up Terminal (Mac/Linux) or GitBash (Windows).
4. Type **pwd** and hit enter to verify that you are in your home directory. It should show something like this:

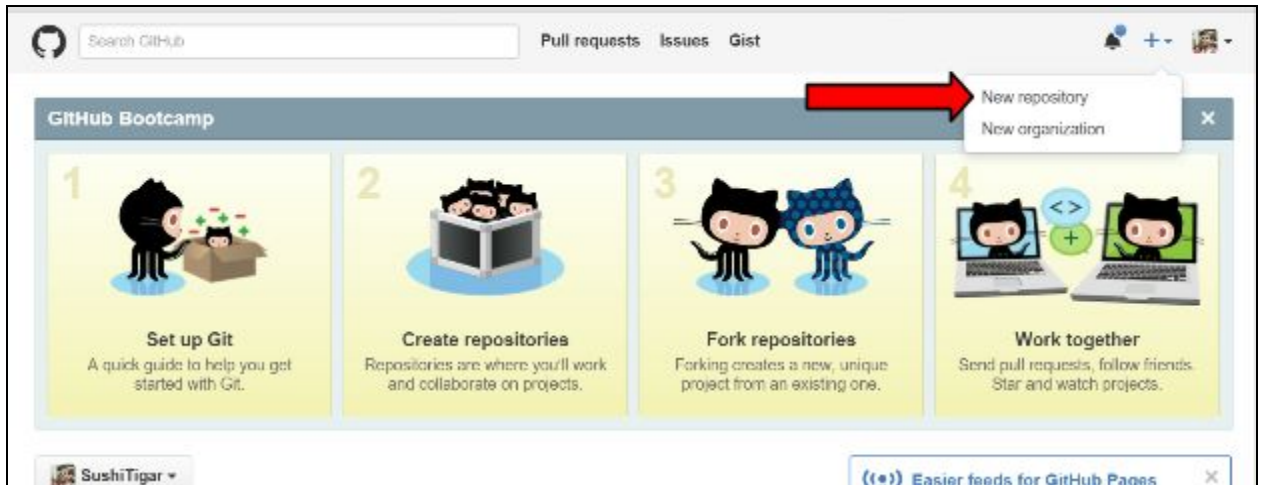
```
Sushiil@DASTSURFACE ~  
$ pwd  
/c/Users/Sushiil
```

5. Now type **cd Projects** (if you named your project folder something different, change that name here) and hit enter. The “cd” command tells the system to move to a different folder. “Projects”, in this case, is the folder that you want to move to.

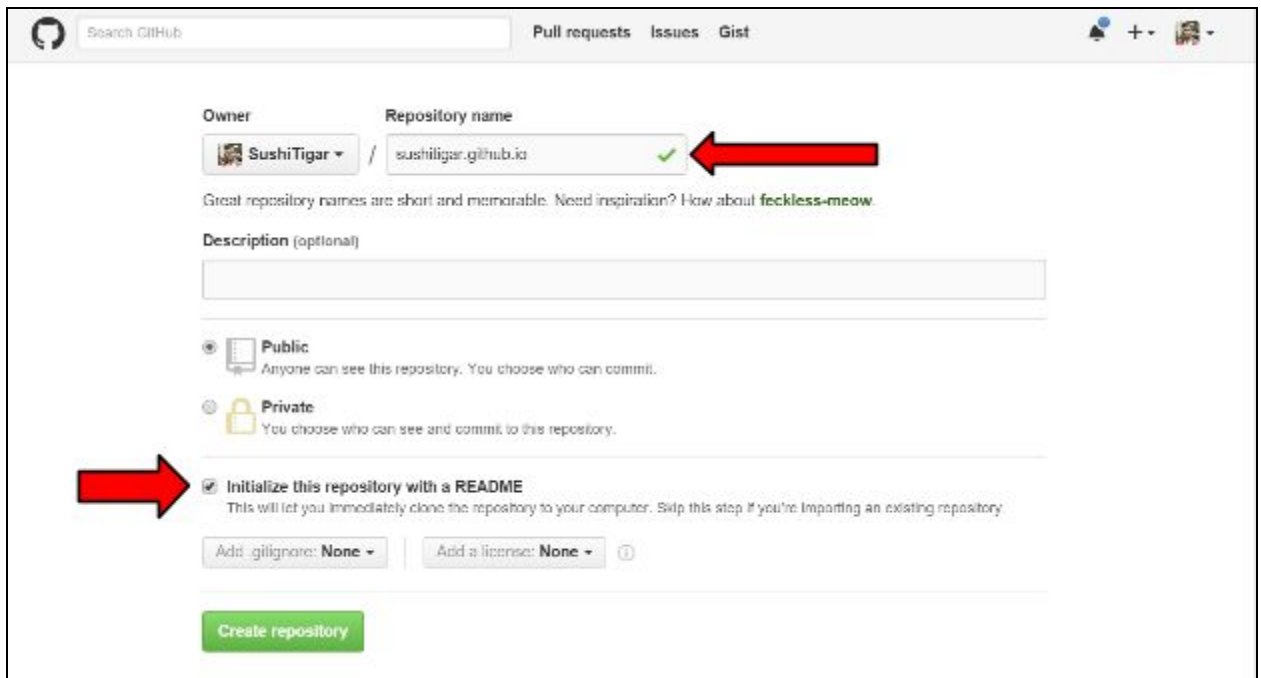
```
Sushiil@DASTSURFACE ~  
$ cd Projects
```

# UPLOADING A PAGE TO GITHUB

- Now open up your web browser and go to github.com. Login if you haven't already. Select the **+** icon in the top right and then select **New repository**.



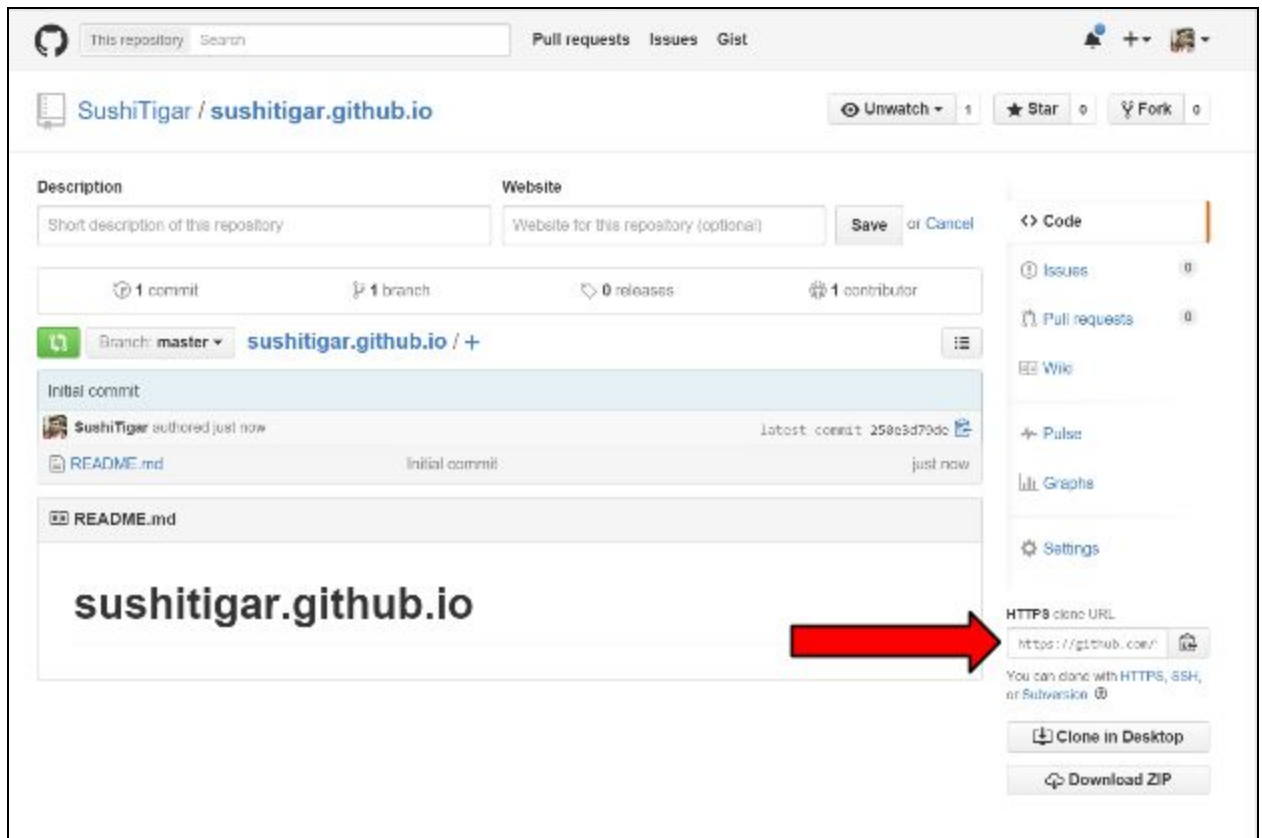
- In the field named "Repository name", type in **username.github.io** replacing "username" with your GitHub username. In this example below, my username is "sushitigar" so I typed "sushitigar.github.io".



- Ensure that you are creating "Public" repo. Add a Description if you like.
- IMPORTANT** select the checkbox next to **Initialize this repository with a README**.
- Finally, select the green **Create repository** button at the bottom.

# UPLOADING A PAGE TO GITHUB

11. On this next page, on the bottom of the right column (pictured below), highlight and copy the text in the field named **HTTPS clone URL**.

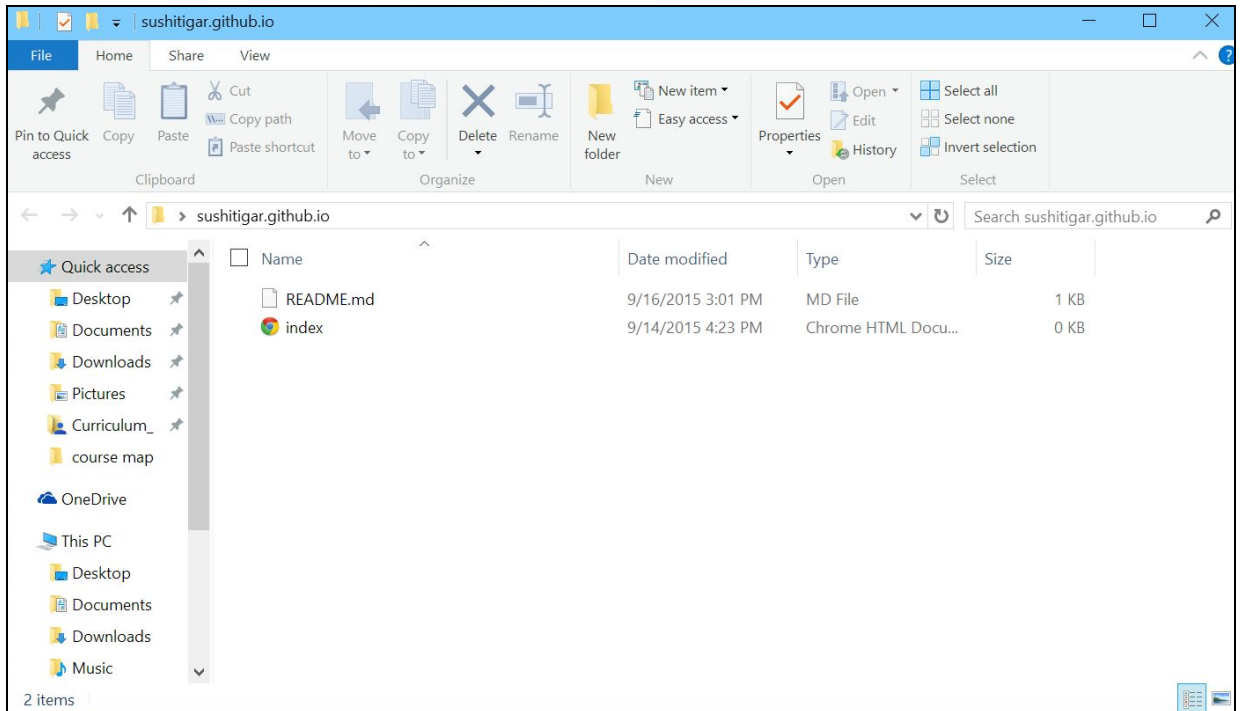


12. Now go back to your Terminal or Git Bash program. Before you go further, you need to know how to paste text into your terminal:
- Git Bash on Windows: right-click on the title bar, select **Edit**, and then select **Paste**.
  - Mac: **Cmd-V**.
  - Linux: press **Ctrl-Shift-V**.
13. Next you're going to **clone** that repository you just made on GitHub onto your computer. When you clone something, you are making a copy of that repository ("repo") on your computer, and linking your computer's repo to the one on GitHub. To clone, type **git clone** into your terminal, then paste in the link you copied from GitHub. It should look like this: (replacing "username" with your username)  
**git clone https://github.com/username/username.github.io.git**.  
Hit enter and you should get a message back similar to the image on the next page.

# UPLOADING A PAGE TO GITHUB

```
sushii1@DASTSURFACE ~/Projects/sushitigar.github.io (master)
$ git clone https://github.com/SushiTigar/sushitigar.github.io.git
Cloning into 'sushitigar.github.io'...
remote: Counting objects: 15, done.
remote: Compressing objects: 100% (10/10), done.
remote: Total 15 (delta 5), reused 7 (delta 0), pack-reused 0
Unpacking objects: 100% (15/15), done.
Checking connectivity... done.
```

14. Now if you look in your Projects folder, there should be a new folder there named **username.github.io** (“username” being your GitHub username). Copy your `index.html` file from your Projects folder into the new “username.github.io” folder.



15. Now type **cd username.github.io** (As always, replace “username” with your username) and then hit enter. To make typing easier, start typing your username, then hit **Tab**; if the folder is there, the terminal will fill in the rest of the name for you.

```
sushii1@DASTSURFACE ~/Projects
$ cd sushitigar.github.io
```

16. Type **git status**. Git will show you what files on your computer have changed since you last made a **commit**. Commits are a snapshot of what your files look like at a specific point in time. In this case, you haven’t done one yet, so it will tell you what’s changed since you cloned the repo. Here, it’s telling you that you’ve added the `index.html` file.

# UPLOADING A PAGE TO GITHUB

```
sushit1@DASTSURFACE ~/Projects/sushitigar.github.io (master)
$ git status
On branch master
Your branch is up-to-date with 'origin/master'.

Changes not staged for commit:
  Untracked files:
    (use "git add <file>..." to include in what will be committed)

        index.html

no changes added to commit (use "git add" and/or "git commit -a")
```

17. Now type **git add index.html** and hit enter. This tells git that you're going to want to take a snapshot of this file soon. Repeat the **git add** command for every other file indicated by Git (in blue) as "untracked".

```
sushit1@DASTSURFACE ~/Projects/sushitigar.github.io (master)
$ git add index.html
```

18. Next, type **git commit -m "first commit"** and hit enter. **commit** tells git to take the snapshot. The **-m** bit tells it that you want to save a message with that snapshot (think of it like a caption). The text in quotes is the **commit message** (the caption). You should see a response back similar to below.

```
sushit1@DASTSURFACE ~/Projects/sushitigar.github.io (master)
$ git commit -m "first commit"
[master 2aca5b8] first commit
1 file changed, 0 insertions(+), 0 deletions(-)
create mode 100644 index.html
```

19. Now type **git push origin master** and hit enter. You'll get asked for your GitHub username and password, and then it will give you a response similar to the one below. **git push** sends your code to GitHub, and will make your GitHub repo have the same files, with the same changes, as the commit you just made.

```
sushit1@DASTSURFACE ~/Projects/sushitigar.github.io (master)
$ git push -u origin master
Counting objects: 4, done.
Delta compression using up to 4 threads.
Compressing objects: 100% (2/2), done.
Writing objects: 100% (3/3), 283 bytes | 0 bytes/s, done.
Total 3 (delta 0), reused 0 (delta 0)
To https://github.com/SushiTigar/sushitigar.github.io.git
   d99d577..2aca5b8  master -> master
Branch master set up to track remote branch master from origin.
```

20. If everything went right, you can enter this address in your browser and see your website, live on the Internet!

(Replace "username" with your username)

**<http://username.github.io>**

Share this address with your friends and family and they'll be able to see your handiwork too.



## Next Steps After Code 101

Congratulations on completing Code 101! You're about to enter an exciting industry and build some amazing things. So what's next in your journey? Here are some resources to help you as you continue to learn:

### Online Resources

**Codecademy** - [www.codecademy.com](http://www.codecademy.com)

Codecademy provides step-by-step instructions and interactive tutorials, so you can practice writing the code yourself. Modules cover HTML/CSS, Python, JavaScript, jQuery, PHP, and Ruby.

**Treehouse** - [www.teamtreehouse.com](http://www.teamtreehouse.com)

By combining quizzes, videos, and code challenges, Treehouse offers an interactive online education and specific paths to help you reach your goals. You can learn the basics of HTML, CSS, Ruby, JavaScript, design, iOS, Android, common development tools, and more.

### Books

**HTML and CSS: Design and Build Websites** by Jon Duckett

**JavaScript and JQuery: Interactive Front-End Web Development** by Jon Duckett

This set of books (also sold separately) is highly recommended for anyone interested in web design or development. The beautiful design and straightforward writing style makes it a great option for beginners and covers the pillars of web development. These are the texts for the Code Fellows Code 201 class.

### Code Fellows Classes

**Code 201: Foundations of Software Development**

\$3,500

Daytime Track: 4 Weeks || Nights & Weekends Track: 8 Weeks

If you're ready to take the next course at Code Fellows, apply for Code 201 to get used to writing syntax and pushing code. You will learn the basics of web development through HTML, CSS, Javascript, and the tools and best practices used by software developers around the world.

Result: Training and experience suited for an internship-level role at a tech company.

Go to <https://www.codefellows.org/class-calendar> to see when the next Code 201 is scheduled!



## Admissions Process Frequently Asked Questions

I loved Code 101(!) and I'm ready for more, what are my next steps?

First decide which track you want to apply for:

- Daytime (M-F 8am-5pm)  
vs.  
Nights & Weekends (M-TR 6:30pm-9:30pm, and one weekend day 9am-6pm)
- Also check out <https://www.codefellows.org/class-calendar> for all upcoming courses.
  - A new 201 cohort starts approximately every 1-2 months.

### Request the application

To get your application started, or to request a meeting with an Admissions Advisor for more information:

- Please email [admissions@codefellows.com](mailto:admissions@codefellows.com)
  - Specify the city, start date, and track.
  - We'll respond within one to two business days with a link for you to schedule your phone interview

### Begin the prework right away!

To prepare for the entrance quiz (sent to you after the phone interview) for entrance to Code 201, you will need complete the [HTML/CSS Codecademy Tutorial](#) and the [JavaScript Codecademy tutorial](#) in advance. Links to these can also be found on the prework page, <https://github.com/codefellows/code-201-prework>. These are estimated at 20+ hours so we recommend starting right away!

**Need help with your prework?** Checkout our [Code 102](#) week long workshop. You'll finish Codecademy's JavaScript tutorials and the majority of the Code 201 prework with experienced developers and peers on hand to answer any questions. The workshop tuition can be applied as a discount to any future Code 201, 301, or 401.

### What is the application process?

This process is the same whether you are starting at Code 201, 301, or 401!

### Contact Us - Step I

Allow plenty of time for application → **don't apply at the last minute!** Courses tend to fill up, especially our 201s. Please apply early!

- Give yourself 2-3 weeks in order to have time to complete the application, phone interview, tutorials, and code challenge.

### What is the application deadline for a course?

The **deadline** to start your application is 2 weeks prior to the start date of the course—in order to allow adequate time for the application process.

## Phone Interview - Step II

This will be a 15-30 minute interview with an Admissions Advisor to discuss your background, experience, goals, possible eligibility for tuition assistance, and any questions you may have during this phone call.

## Entrance Quiz - Step IV

This is an online entrance quiz, which will be emailed to you via EdRepublic, our testing platform. There is not a time limit for completing the test, though the test does record the amount of time it takes you to complete it. Your Admissions Advisor will communicate the expected timeline for completing the code challenge, in regards to application deadlines for the course.

- As long as you've completed your tutorials thoroughly, you'll have no problem with this entrance quiz!

## Acceptance Email - Step V

Once you have submitted your entrance quiz, the Admissions team will be notified. From there we will send the Acceptance Email that will prompt you to sign your contract.

## Enroll - Step VI

Your spot is not officially reserved until we have received your signed contract and your course deposit. The deposit is 10% of the course tuition.

## How and when should I apply for Code 301/ 401?

**Again it is best to start early!** If you are planning to take the courses back-to-back, please let your Admissions Advisor know during your initial phone interview. They will reserve a spot for you in your preferred 301 and 401, pending the successful completion of your course.

## What is the application process for moving from 201 → 301 → 401?

- Grade requirement: all students must have a 90% or higher to move on to the next course.
- Instructor recommendations: your instructor must give you the thumbs-up to move forward to the next class!
- Code exam: you'll need to pass a code challenge exam that will be sent out the Friday before project week.

Assuming you've met the above requirements, you'll receive your contract for the next class in week four. You can pay your deposit for the next class at that time.

## Can you take the courses back-to-back to back? Are breaks okay?

Breaks are great, and even encouraged if you can swing it! There is a lot of information to learn in a short amount of time! However, most students take courses back-to-back.

## What do I have to do to pass a course and move on the next one?

Going from Code 201 to 301 (and then 301 to 401), you are automatically accepted to the next course as long as you pass with a 90% or above. If you do not pass with a 90% or above, you'll need to meet with your instructor to determine if any assignments/projects need to be re-done, and then test into the next course.

## What are the scholarship/ financing options available?

### Payment plans

All of our courses (excluding Code 101) operate on the same payment structure:

- Option 1: Pay the full tuition upfront and receive a 10% discount off of the total tuition cost.
- Option 2: Pay 50% upfront and the remaining 50% will be due at the halfway point of class.

### Diversity scholarships - Women, minorities, and veterans (not guaranteed even if you qualify)

Scholarships for daytime and Nights & Weekends tracks will be considered.

- Amounts are for up to 70% of tuition.
- The scholarship application deadline is 3 weeks prior to the start date of the course; scholarship award notifications are sent 2 weeks prior to the start of the course.

### Worker Retraining Program funding (WA State only) - The program serves the unemployed or those facing imminent layoffs. A survey will help determine if you qualify to receive financial assistance to help with tuition. The program is administered by the State Board for Community and Technical Colleges.

- Amounts are for up to 15% of tuition.

### Veterans' GI Bill Funding - specific wording to come on this, from the VA (

- Apply to the VA to obtain your [VA Certificate of Eligibility \(CoE\)](#):
- Complete the [VONAPP](#) application on the VA website: **Or** complete VA FORM 22-1990: <http://www.vba.va.gov/pubs/forms/VBA-22-1990-ARE.pdf> and submit it to your Regional VA Office.

### Third party financing options

For loans towards your tuition, we have partnered with [Skills Fund](#) and [Climb](#) to provide low-interest financing options for our students (subject to approval).

- All options can be discussed during your meeting with an Admissions Advisor.
- All options can be applied for once you've been accepted to a course but must be processed prior to the start of the course.

## I have other questions, help!

- Email [admissions@codefellows.com](mailto:admissions@codefellows.com)
- Schedule phone call with an Admissions Advisor via [mindy-mills-code-fellows.youcanbook.me](mailto:mindy-mills-code-fellows.youcanbook.me)
- More details online at <http://www.codefellows.org/how-to-apply>