



SISTEMA ECONÓMICO
LATINOAMERICANO
Y DEL CARIBE



Student Entrepreneurial Empowerment Development (SEED) Project

**Ayanna Young Marshall, Programa de Empoderamiento
Estudiantil a través del Emprendimiento (SEED) –
Universidad de las Indias Occidentales, Barbados**

Cooperación Económica y Técnica

Seminario – Taller sobre Emprendimiento “Hacia la creación de una economía impulsada por el emprendimiento – desmitificando el proceso”

Bridgetown, Barbados

17 y 18 de agosto de 2016

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THE UNIVERSITY OF THE WEST INDIES , CAVE HILL CAMPUS
DEPARTMENT OF MANAGEMENT STUDIES

STUDENT ENTREPRENEURIAL EMPOWERMENT DEVELOPMENT (SEED) PROJECT

Student
Entrepreneurial
Empowerment
Development

Ayanna Young Marshall

Outcome

- This presentation will provide information about SEED

Context

- We are small, developing countries. “Development” is a continuum.
- Education is used as a central development strategy.
- We create skilled labour supply in the absence of corresponding demand.
- Graduates without jobs are at risk.
- We have a responsibility to our young people.
- Entrepreneurship & small business development inform economic development.
- We need to create businesses & jobs.

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- We need to create businesses & jobs.

What is SEED?

- SEED:
 - Is a pre-incubator, a motivational programme that encourages self-employment.
 - Fosters self-reliance, innovation and entrepreneurship among students at Cave Hill campus & in the wider society.
 - Relies on collaboration with the network of business development organisations, agencies, financiers, entrepreneurs, experts.
 - Does not duplicate effort.

What is SEED?

- SEED emphasises the need for students & graduates to have an entrepreneurial mindset whether self-employed or employed by another.
- Among the objectives of the UWI Strategic Plan is for graduates of UWI to be innovative & entrepreneurial.
- SEED is part of the Small Business Development Centre (SBDC) network aiming to commence operations as an actual Centre by September 2016.

Current SEED Components

- Co-curricular credit
- Entrepreneurs' Forums
- Small interactive workshops
- Mentoring and Advice
- CIBC First Caribbean International Bank Business Plan Competition
- Partnerships
- Research & Data Gathering

SEED Course/entrepreneurs' forums

SEED Course/Entrepreneurs' Forums

- SEED in the Classroom
- Marketplace Simulation
- Are You Ready to Start Your Business?
- Is Your Idea Viable? Creating, recognising & seizing the Opportunity: How to turn an Idea into a Business*
- Entrepreneurial Opportunities in services, agriculture, manufacturing, renewable energy, creative sectors
- The Innovation Imperative; Protecting your Business: Intellectual Property & You

SEED Course/Entrepreneurs' Forums

- Planning for Success: Developing a Business Plan
- Choosing the Right Structures: Legal forms of Business Ownership
- Life Skills & business etiquette
- Adding the Numbers: Raising Capital & Navigating the Numbers
- Choosing Attracting & Keeping Clients, Marketing Strategies: Keeping Ahead of the Competition

CIBC FirstCaribbean International Bank SEED Business Plan Competition

- Private/Academic partnership
- Supported by CIBC FirstCaribbean as part of its commitment to supporting & developing UWI students across the region.
- Gives SEED graduates an opportunity to jumpstart their businesses by developing & presenting feasible business plans to a panel of judges.
- \$150,000 disbursed among 25 start-ups.
- 22/25 businesses are thriving.

Winners of SEED Business Plan Competition 2011

1. Shamkoe Pile, Skai Multimedia
2. Gamal Crichton, Genephi Monler
3. Shivelyn Boney, Caribbean Cuisines
4. David Michael, Echoes Caribbean
5. Leslie-Ann Colbourne, Memorable Occasions



Winner Shamko Pile (right) accepts her prize from CIBC FCIB Senior Financial Officer, Ricardo Charles.



CIBC FCIB Senior Financial Officer, Ricardo Charles, presents First Runner-up Shilvyn Boney with her prize.

Pile takes top prize in SEED programme

SHAMKO PILE is the winner of the University of the West Indies Student Entrepreneurial Empowerment Development (SEED) Business Plan Competition.

Pile's business proposal for 'Skat Multimedia' beat four other finalists to claim the top spot at the SW Pavilion at the Cave Hill campus yesterday afternoon.

Thanking the university and sponsors CIBC FirstCaribbean (CIBC FCIB) for the opportunity to participate in such an event, the beaming winner outlined that Skat is a production company specialising in video production and offering a wide range of multi-media services to clients.

The other four finalists were Shilvyn Boney with 'Caribbean Cuisine', Gonal Crofton with 'Genephil Monster', David Michael with 'Echoes Caribbean', and Leslie-Ann Colbourne, with 'Memorable

Occasions'.

Congratulating all the students for their work in the in-curricula course, Chair of SEED, Dr. Justin Robinson, urged them to ensure that their business plans become reality.

Saying entrepreneurship is now the buzz word in the island, he nevertheless stressed that it is not something that can be achieved overnight, but would require dedication on all fronts.

He further noted that entrepreneurship is embedded in the development of a country and expressed his hopes that when the economic crisis is over, there is not a drop in the interest now extended towards creating new businesses.

Representative Debra King, from CIBC FCIB, which donated the \$30,000 award, lauded the SEED programme, saying that more such initiatives are needed. (JMR)



Samal Crichton receives his award from Dean of the Social Sciences Faculty, Dr. George Belle.



David Michael accepts his award from Dr. Alfred Walker.



Chair of SEED, Dr. Justin Robinson, presents Leslie-Ann Colbourne with her prize.

Winners of SEED Business Plan Competition 2012

1. Book Line, Rochelle Walrond, Ivan Cox, Chenika Moore, Kevin Bishop
2. Craig Harewood, Planet Delicacies Nurseries
3. Josiah Kirton, Introspect Recording
4. Jason Hope, Bajan Art Inc.
5. Troy Wiltshire, Group Buy Barbados



Winners of SEED Business Plan Competition 2013

1. Akeem Bourne, Freedom 5
2. Christine Roberts, Chrisy's Care
3. Eli Graham, Kyle Gittens, Chad Parris, Akeem Williams with Advanced Software Engineering Solutions
4. Rasheena Sylvester, Cube
5. Kenroy White, SoShine



Graduates urged to be own bosses

THERE IS A WORRYING TREND that thousands of graduates of tertiary education are not able to find employment despite their qualifications.

And head of the department of management studies at the University of the West Indies (UWI), Cave Hill Campus Philmore Alleyne has suggested that more of them become entrepreneurs since that was "the answer" to the growing unemployment issue on the island.

As of December 2012, Barbados unemployment rate stood at 11.6 per cent.

Delivering welcome remarks during the award ceremony of the UWI CIBC FirstCaribbean International Bank Student Entrepreneurial Empowerment Development (SEED) programme, Alleyne said: "When I look at it in the context of the economy, where we are now faced with the deepest recession where there are layoffs, unemployment [and] high inflation, I believe that entrepreneurship could be an answer."

He later told **BARBADOS BUSINESS AUTHORITY** the continual rise in unemployment was "a problem".

He said though, realizing that students were "no longer guaranteed a job", the university, through the SEED programme and other schemes, was trying to "create the environment where people can start businesses".

"It is not something that can be done only with the university; we have to partner with Government and the private sector to get all that is required put in place."

"We have a lot of people here in the university who come every year and say 'I don't know where I am going to get a job'. I had one student a couple of days ago that this is two years they have not been able to get a job although they have good qualification," he said.

Alleyne, who is also the chairman of the SEED programme, acknowledged that while they were aware that not all new businesses would succeed "because of the ongoing recession", they still



WINNER of the University of the West Indies (UWI) Student Entrepreneurial Empowerment Development (SEED) programme CIBC FirstCaribbean Business Plan Competition, Akeem Bourne, of Freedom 5 Clothing (right), collecting his winnings from Mark St Hill, managing director for retail and business banking at CIBC First Caribbean International Bank. (Picture by Sharon Harding)

had to "create the right environment". He identified technology and renewable energy as two of the growing markets.

"We can't say we have actually tapped the areas for development but we are trying," he added.

Meanwhile, a 2012 graduate of the SEED programme, Josiah Kirton, 27, said it was not a matter of could or might – "entrepreneurship has to take this country forward".

"This is one of my bugbears: we can't have thousands of people coming out all looking for work, someone has to be out there generating the places for our fellow young people to get jobs," he said.

Describing it as an issue, Kirton said he knew of people who would have gone back to school after trying to find job for a year or more.

"I also know a few people who are considering going back to school for a certificate in the meantime, not necessarily university, just to upgrade their skill set during the recession. Some are part-time and some are not working," he said. (MM)



FIRST RUNNER-UP in the SEED business plan programme, Christine Roberts, of Chrissy's Care (right), being presented with her winnings by Professor Eddy Ventose, campus coordinator of graduate studies at the UWI Cave Hill Campus.

UWI creating marketplace for student offerings

A **MARKETPLACE** is being developed at the University of the West Indies (UWI) Cave Hill Campus to help provide entrepreneurs there with a structured avenue through which to offer their products and services.

This was disclosed by campus coordinator of graduate studies and research Eddy Ventose. He was speaking during the award ceremony of the CIBC FirstCaribbean International Bank Student Entrepreneurial Empowerment Development (SEED) programme's Business Plan Competition. It was held at the pavilion of the 3Ws Oval at the campus last Wednesday.

"The Cave Hill Campus is an immense market comprising students, faculty and administrative staff with purchasing power who also provide various goods and services," said Ventose.

"A marketplace is being conceptualized where goods and services will be available on the Cave Hill Campus and will be showcased and offered in a trade show context."

"There are enough graduates to compile a directory containing the contact details and relevant industries with a view to expanding their networks and creating commercial opportunities," he added.

He later told **BARBADOS BUSINESS AUTHORITY** he could not give details because the plan was in the initial stage of identifying the people and the available goods and services, but said so far students were already showing a lot of interest.

Ventose also noted that the SEED programme was being expanded "to address entrepreneurial opportunities in specific sectors of relevance to the Caribbean region and mentoring and coaching are also being formalized". (MD)

BIZ DIARY

MONDAY, JUNE 10

● 7:30 p.m. The St Marks Co-operative Credit Union hosts a business night and open forum at the St Mark's Primary School in Blades Hill, St Philip.

TUESDAY, JUNE 11

● 7:30 p.m. Dr Paul Sutton will deliver the 12th annual Caribbean Public Policy Lecture at the Mount Restaurant, Cave Hill Campus, University of the West Indies.

WEDNESDAY, JUNE 12

● 10:30 a.m. Almond Resorts Inc. hosts its annual general meeting at the Almond Village, St Peter.

THURSDAY, JUNE 13

● 8 p.m. to 8 p.m. The Barbados Chamber of Commerce and Industry (BCCI) hosts its Business to Business Mix and Mingle at George Washington House in Bush Hill, St Michael.

FRIDAY, JUNE 14

● 9 a.m. Minister of Health John Boyce will give remarks at the Sagcor Life Inc. information seminar and showcase at Hilton Barbados.

Winners of SEED Business Plan Competition 2014

1. Kelly-Ann Allicott, Ibis Wellness Inc.
2. Jamilya Parris, Green Age World
3. Kareem Smith, Ras Val's Campus Ital
4. Yasmin Ephraim, The Nook Café
5. Greg Morris, Bionic Bikes



ISLAND VIBZ

Winners of SEED Business Plan Competition 2015

1. Shakita Payne, MakeUp Doll Cosmetics
2. Pamela Stanford, PS: At Your Service
3. Rashida Small, De Ital Deli Cheese
4. Carseen Greenidge, Carpentry Solutions (Barbados)
5. Tahira Brewster, J&T Green Freighting



**University of
the West Indies**



Winners of SEED Business Plan Competition 2016

- Kevin Payne, Aquasis Designs
- Joshua Hamlet, nDuna
- Neesha Reid, Gems Music Studio
- Margaret Hinds, The Cake Box
- Ilesha Edwards, Empressive Events





Winners of the sixth business plan competition of the SEED project along with coordinator of the project Ayanna Young-Marshall (fourth left) and Deputy Principal of the UWI Cave Hill Campus professor Clive Landis (fifth left), as well as CIBC FirstCaribbean International Bank officials.

New drive

UWI SEED PROJECT FOCUSES ON ENTREPRENEURSHIP

by Marlon Madden

There is marked interest among students at University of the West Indies (UWI), Cave Hill Campus, in becoming entrepreneurs, says coordinator of the Student Entrepreneurship Empowerment Development (SEED) project Ayanna Young-Marshall.

Addressing the sixth business plan competition awards ceremony today at the 3Ws Oval, Young-Marshall noted that traditionally the SEED programme, which started in 2009, had attracted participation from business studies students on the campus.

However, she told journalists that interest in entrepreneurship on the campus was increasing and it was "very inspiring".

"So the interest is not as much as I would like, not as great as I would like, but it is significant. I would like it to be one hundred per cent of our students. That is what our economy needs," she said.

"When we graduate all of these folks and don't have jobs that exist in the market we could be creating a constituency that is at risk. So that is why, by helping students to start businesses, we are actually absorbing all of those graduates that the university is determined to create. So it complements our agenda to expose as many people as possible to a tertiary education," she added.

Young-Marshall acknowledged that in order for all students at the university to take part in the SEED programme some tweaks would have to be made since first year students are presently not allowed to participate in co-curricular activities.

"We can make recommendations and see how we can adjust that. The more private sector partnerships that we have, the easier it will be to carry out the entrepreneurial activities and the easier the message will be to send that it is important for an academic institution such as UWI," she said, while suggesting that participation by medical students in the SEED project could mean more patents and medical research.

"I would like to see the marriage between the entrepreneurship and all of the other technical areas that we grant degrees in. So there is scope for innovation. Our country is not necessarily the most innovative. The region, when you look at the research it is not the most innovative. We don't have many patents being registered, so there is lots of work still to be done," she said.

Deputy Principal at Cave Hill Professor Clive Landis said it was vital for entrepreneurs to build new businesses if Barbados was to "exist in the competitive world".

"It certainly is fundamental to what we at the university, in partnership with the private sector, are trying to do," said Landis.

He acknowledged that even though entrepreneurship was being championed at the Campus there was still need for "a shift in attitude at all levels of the university" towards stressing entrepreneurship, in addition to academic performance.

He also called for financing support for start-up businesses.

Over 20 people submitted business proposals this year. Today's awardees brings the total to 30, the number of people who have walked away with prizes coming out of the CIBC FirstCaribbean International Bank backed programme to start a business.

Of the 25 businesses over the past five years 22 of them are still in operation.

marlonmadden@barbadostoday.bb



NOTICE

ANNUAL GENERAL MEETING

Dear Members:

Notice is hereby given of the Annual General Meeting of the City of Bridgetown Co-operative Credit Union Ltd. (C.O.B) to be held on **Saturday, June 11, 2016** at the Lloyd Erskine Sandiford Centre, Two Mile Hill, St. Michael. The meeting is scheduled to commence at 9:30 a.m.

Agenda:

- | | |
|--|---|
| 1. Ascertainment of Quorum and Call to Order | 14. Consideration of the Financial Statements and Independent Auditor's Report for the year ended March 31, 2016. |
| 2. Prayers | 15. Appointment of Auditor |
| 3. Apologies of Absences | 16. Closure of Voting for the Board of Directors, Supervisory Committee and Credit Committee |
| 4. President's Remarks | 17. Fixing of Maximum Liability |
| 5. Acknowledgement of other organisations | 18. Appropriation of Surplus |
| 6. Adoption of Standing Orders | 19. Results of Elections to the: |
| 7. Report of the Validation Committee | 19.1 Board of Directors |
| 8. Commencement of voting for election to the Board of Directors, Supervisory Committee and Credit Committee | 19.2 Supervisory Committee |
| 9. Minutes of the Special General Meeting held November 16, 2015. | 19.3 Credit Committee |
| 10. Matters Arising from the minutes of the Special General Meeting held November 16, 2015. | 20. Any other Business |
| 11. Minutes of the Annual General Meeting held June 13, 2015. | 21. Adjournment |
| 12. Matters Arising from the minutes of the Annual General Meeting held June 13, 2015. | |
| 13. Reports: | |
| 13.1. Board of Directors | |
| 13.2. Supervisory Committee | |
| 13.3. Credit Committee | |
| 13.4. Adrian Griffith Members Assistance Fund | |
| 13.5. Maxine McClean C.A.R.E.S Scholarship Fund | |

James Paul, MP
Secretary

The following members have been nominated and are seeking election as outlined below:

Board of Directors

Linda BEST
Drayton CARTER
Kemari CUMBERBATCH
Kenneth GITTENS
Kerry-Ann HOYTE
Steven JEMMOTT
Kenneth ONYEKWE
Glyne PILGRIM
Adlai STEVENSON

Supervisory Committee

Linda BEST
Kerry-Ann HOYTE
Adlai STEVENSON

Credit Committee

Maureen CHUNG
Kemari CUMBERBATCH

You are kindly asked to note the following:

- The Credit Union will be using an Electronic counting system for tabulating votes.
- The financial statements will be available for collection from either of our three branches as well as via our website www.cobcreditunion.com from Wednesday, June 1, 2016.
- Valid identification (National Identification Card, Passport or Driver's Licence) must be presented upon request to be considered eligible to participate in the voting process.

SEED in a flash

How can a university degree in computer science bolster the business of an enterprising young farmer?

That question may stump many but there's a simple, straightforward answer for Amilton Wilson, a final-year student at the Cave Hill Campus of The University of the West Indies.

Having mixed full-time academics with vending at Cheapside Market in Bridgetown since he was in primary school, he has some ideas about how his two worlds might blend to successful effect.

"I believe an area in which science and technology will be important to the future development of agriculture in Barbados is in the collection and dissemination of important information to farmers, sellers and consumers," reasoned the entrepreneur who has followed his parents' passion for farming.

"Every now and then you check the newspaper and you see that in St. Lucy some farmer has so many onions he does not know what to do, and in some other part of the island people are looking for onions. I believe that database technology and the Internet could be of critical importance to farmers; information technology can play a major role."

There are other areas in which this 23-year-old is convinced that science may play an influential role in the development of the local agricultural sector.

"In a country like Barbados, where the weather conditions can be harsh, growing food under controlled environments – such as greenhouses – will become more critical. Additionally, we will have to move toward greater automated labour, as opposed to manual labour, in order to attract more young people to farming," he contended.

Who better would know about youth being lured into getting their hands dirty, literally, than someone who can boast of first dabbling in agriculture as an eight-year-old at St. Patrick's Primary School in Christ Church. At that time, he used to assist his self-employed mother, Claudia Wilson, in selling her produce at the market. That habit continued in secondary school days at Ellerslie until he eventually branched out on his own, specialising in the sale of herbs, including thyme, parsley, marjoram – "no illegal stuff," Wilson emphasised.

"At the time we had some land at the back of the house and we would grow herbs, which we would sell and I would get to keep some as pocket money, for school. I did quite well selling herbs and I started planting some on

my own and that went toward school, books and clothes.

"At one point I got the opportunity to get my own stall and I branched out some more. I increased quantities and took on a few wholesale customers, like restaurants. Pretty soon, what little I was planting was not enough and I turned to buying wholesale and selling. Since then we lost the half acre of land when we moved. I still manage to plant a little at home and a little at my sister's house but most of what I sell is bought wholesale."

The undergraduate, whose father is a deputy principal in St. Vincent who also engages in farming, disclosed that he has not done "too badly" from his exploits, netting a daily turnover of about \$500.

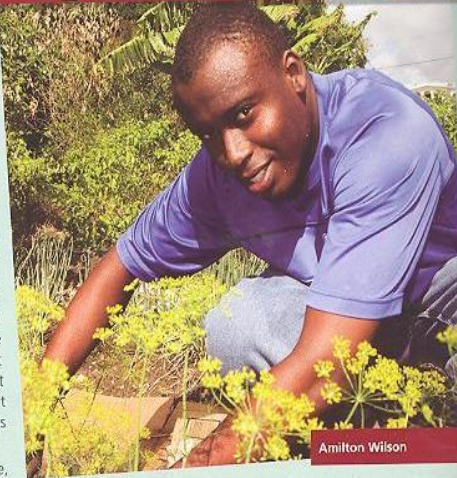
"The profits have been enough to put me through school and cover what I want – books and other university expenses."

Cave Hill's market vendor explained that given the "coghoblot of cultures and personalities" on the Campus today, fitting in was absolutely no problem despite his unique lifestyle which sees his studies sandwiched between farming early in the mornings and after sunset. In fact, his determination to meet his own needs has been a source of inspiration to fellow students.

"Coming through secondary school all of my classmates would have known that I sell in the market. Some would have passed me and some would have heard and it was never a problem. I got the impression some people admired it and others felt more like it's okay, whatever."

"It's the same on Campus today. In fact, some people ask me how they can get into things like that. I find a lot of people on Campus are trying to sell whatever they can get their hands on to

The Cyber Age Farmer



help pay their way – music, DVDs, clothing, whatever. I find a lot more students are leaning more towards being self-employed. A lot of colleagues tell me they are planning to get a job for the first couple years for the experience, but eventually they plan to work for themselves."

The Lower Estate, St. George resident started out at UWI studying maths and physics. However, when his preferred option of transferring to St. Augustine to study civil engineering did not materialise, he switched to a degree in computer science. It turned out to be a blessing. By remaining in Barbados he was able to better prepare for a life in self-employment when Cave Hill unveiled its Student Entrepreneurial Empowerment Development (SEED) project last year. In April, he became one of SEED's first graduates.

"It is a good programme. I have done other youth development programmes, but the advantage of this one is that it is more seminar-like – more interactive, more friendly and conducive to getting help than a classroom setting would have been.

"The programme is great. It made me aware of the number of organisations and Government



HANK YOU!!!!

MEMORABLE
SESSIONS

The slide features a large purple graphic of a heart with a caduceus symbol (a staff with two snakes) in the center. The text "HANK YOU!!!!" is written in a grey, sans-serif font across the middle of the heart. Below the heart, the words "MEMORABLE" and "SESSIONS" are written in a red, serif font, arranged in two lines.



Quote

*When You Fail to Plan,
You are Planning to Fail.*

Unknown





Pile wins CIBC FirstCaribbean-sponsored UWI SEED Business Plan Competition

BARBADIAN university student, Shamkoe Pile, is the winner of the 2011 CIBC FirstCaribbean International Bank-sponsored Business Plan Competition held by the University of the West Indies' Student Entrepreneurial Empowerment Development (SEED) project.

At the awards ceremony held recently at the 3WS Pavilion, Cave Hill Campus, Pile emerged victorious from a field of five finalists with her business plan proposal for "Skai Multimedia". She is the holder of a first class honours degree in Mass Communications, and is presently pursuing a Masters degree in Project Management and Evaluation.

Grenadian, Shivelyn Boney placed second with a proposal for "Caribbean Cuisines", while Gamal Chrichton of St. Vincent and the Grenadines was third with "Genephi Monler". Barbadian Heritage Studies graduate, David Michael placed fourth with "Echoes Caribbean" while Leslie-Ann Colbourne of Antigua was fifth with her "Memorable Occasions" business proposal.

All the finalists will benefit from the support of CIBC FirstCaribbean, which was praised by UWI's Head of the Department of Management



Ricardo Charles, Senior Financial Officer, CIBC FirstCaribbean International Bank presents the award to Ms. Shamkoe Pile.

Studies, and Chair of SEED, Dr. Justin Robinson, and SEED Coordinator, Ms. Ayanna Young Marshall for its generous contribution of US\$45 000 to the SEED programme over a three-year period.

In thanking the Bank, Dr. Robinson said he was heartened

to see that entrepreneurship was more than a buzzword. "This business plan function is really the culmination of a journey for these students who would have started attending workshops on entrepreneurship and personal development two years ago. So it's a process. We

would consider this process a success if at least half of the students took their plans and started a business," Dr. Robinson said.

Presenting the awards on behalf of CIBC FirstCaribbean, Ms. Debra King, the Bank's Director, Corporate

Communications said the occasion brought great pleasure to the Bank because it was the culmination of the current Memorandum of Understanding between CIBC FirstCaribbean and the UWI. She also noted the Bank's work with Junior Achievement programmes in promoting finance and business skills, in addition to partnering with Caribbean Youth Business programmes including the Barbados Youth Business Trust.

"CIBC FirstCaribbean through its Corporate Social Responsibility programme supports entrepreneurship and the industriousness of our youth. We have made a commitment through several MOU with regional organisations to foster an entrepreneurial spirit amongst the people of the region as a means of combating youth poverty and unemployment," Ms. King said.

The Director of Corporate Communications added: "As the place where the region's future leaders are forged, the University quite rightly should be at the forefront of finding solutions to real-life issues facing the Caribbean. Furthermore, programmes like this that will offer our young people the viable alternative of being able to develop their own businesses are more than welcome, especially in the economic climate across the region."



Five competitors took part in the CIBC FirstCaribbean-sponsored Business Plan Competition held by the UWI's Student Entrepreneurial Empowerment Development (SEED) project: (From right) Leslie-Ann Colbourne, Gamal Chrichton, Shamkoe Pile, Shivelyn Boney, and David Michael.







WINNERS! Lynda Goodridge (centre), director of regional operations (Barbados) at CIBC FirstCaribbean International Bank Ltd, presenting (from left) Akeila Trotman, Rochelle Waldron,

Ivan Cox and Kevin Bishop with their prize for placing first in the CIBC FirstCaribbean International Bank SEED Business Plan Competition.

(Picture by Sharon Harding.)

Mentors 'key' for small business

MANAGEMENT COACHING and mentorship are critical to aspiring business people, says Eudine Barribeau, deputy principal of the University of the West Indies' (UWI) Cave Hill Campus.

However, over the years a lack of such caused many indigenous small and micro businesses to fail, she admits.

Her comments came during the university's Student Entrepreneurial Empowerment Development (SEED) programme's award ceremony for the CIBC FirstCaribbean Business Plan Competition on Wednesday. The event was held at the pavilion of the SWs Oval at the campus.

During the award ceremony five graduates of the programme were recognized for their business plans.

The group of Kevin Bishop, Rochelle Waldron, Chenika Moore, Ivan Cox and Akeila Trotman emerged winners. (MM)

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- Warrens, St. Michael
- Jackmans, St. Michael
- Mapp Hill, St. Michael
- Bank Hill, St. Michael
- Black Rock, St. Michael
- Roebuck Street, St. Michael
- Banyans Service Station, Bay Street, St. Michael
- Six Roads, St. Philip

SEED for business success

COMPETITION FINALISTS REAP REWARDS FOR GOOD BUSINESS PLANS

There is a school of thought which says that entrepreneurship is a God-given engrained trait that cannot be taught.

But Deputy Principal at the Cave Hill campus of the University of the West Indies, Professor Eudine Barrieau, said yesterday that while examples of this may be found in the experiences of people like Steve Jobs, Bill Gates and Mark Zuckerberg – who preferred to forsake their academic endeavours for an entrepreneurial pursuits – it was not widely acknowledged the secret of their success rested on those entrepreneurs never ceasing to learn and choosing to undertake this on their own through drive and commitment.

She made the comments during the CIBC FirstCaribbean International Bank Student Entrepreneurial Empowerment Development Business Plan competition awards ceremony at the 3W's Pavilion.

"This was what the SEED project facilitates within a structured setting. At Cave Hill we do not see the choice as an either/or challenge. There is no need to abandon the classroom for an early entry to the workplace unless you are suitably prepared for that step.

"With the on-going support of the corporate sector, the seed initiative can serve as a major catalyst in generating new entrepreneurial ventures and stimulate economic prosperity," she said.

Barrieau said the SEED project was conceptualised by Principal of the UWI, Sir Hilary Beckles, and established in 2008. It was an empowerment initiative to develop in the Cave Hill graduates' self-reliance, innovativeness and entrepreneurship. The SEED project now includes an exciting, motivational co-curricular course (which was launched last September) aimed as an exam alternative and to expand employment choices to graduates would consider starting their



Coordinator of the SEED project, Ayanna Young Marshall.



Finalists of the SEED project with the representative from CIBC First Caribbean, Linda Goodridge.

own businesses rather than relying on jobs in the public and private sectors.

The business plan competition gave graduates of the SEED project an opportunity to jump start their businesses by developing and presenting feasible business plans to a panel of judges consisting of entrepreneurs, venture capitalists, business practitioners and faculty.

The competition is primarily opened to undergraduate and graduate students and alumni of the UWI Cave Hill campus.

This year's SEED finalists offered a wide range of businesses. The title of winner of the competition and US\$15,000 went to the team of Kevin Bishop, Ivan Cox, Chenika Moore and Rochelle Waldron of Bookline. Bookline sources and offers both new and used text books to students of tertiary institutions.

Craig Harewood and his Planet's Delicacies Nursery placed second, third place went to Josiah Kirton of Introspect Recordings, while Jason Hope of Bajan Art Inc and Troy Wiltshire from Group Buy Barbados placed fourth and fifth respectively. (KC)



Deputy Principal of the UWI Cave Hill, Professor Eudine Barrieau.

Division of Family reaching out to parents

The Division of Family will be hosting a community outreach programme this Saturday at Vauxhall Primary School, Vauxhall, Christ Church, from 4 p.m. to 8 p.m. and all parents are encouraged to attend.

It will give persons a chance to obtain information on positive parenting as well as drug education, adolescence and domestic violence. Counsellors will also be available to have discussions with parents.

In addition, representatives from the HIV/AIDS Commission, Child Care Board, Youth Entrepreneurship Scheme, Youth Development Programme, PAREDS and Barbados Family Planning Association, will be on hand to discuss their services.

A safe zone will be set up for children so they can engage in fun activities, including face painting, interacting with a clown and playing in a jumping tent.

Giving the background to the event, Senior Administrative Officer in the Division of Family and Youth, Marva Howell, explained that the section currently offers a centralised 18-week intensive training programme to enforce positive parenting skills.

Howell continued: "We recognise that not all parents would come to this training. Therefore, there is a need to reach persons where they are — in their communities. So, we are making the training and information more accessible."

NEWS EXTRA TODAY

Village market to showcase food and craft

The St. Michael Central Constituency Council will be staging a traditional village market and is encouraging persons from that constituency to register by June 28 for a space to sell their goods and services.

The event will take place at the Andrew Allipia Pavilion, Sisson Hill, St. Michael, on June 30, from 7 a.m. until 7:30 p.m.

Traditional Bajan breakfast, lunch and dinner will be on sale, and the council is urging members of the community who

own coal pots, bird-pots and other items which portray Barbadian heritage, to come out and demonstrate how they are used.

There will also be items on sale, including art, craft, clothes, plants, vegetables and jewellery, while persons will be on hand to conduct free health checks. Children will be treated to face painting, clowns, storytelling and jumping tents.

Persons interested in selling food and drinks are asked to obtain the necessary

health certificates and licences, while all participants are asked to provide their own tents.

Registration forms may be collected from, and returned to the St. Michael Central Constituency Council Office, Waterford Community Centre, Waterford, St. Michael. Interested persons may also contact Shephone Howell at 241-0219, or Jabbar Niles at 310-1646, on Tuesdays, Thursdays, and Fridays. (BGIS)

BARBADOS

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Members of the Book

The four young entrepreneurs behind textbook rental business Book Line are among five Barbadian individuals and teams preparing to make their pitches to judges of the United Nations Development Programme's Caribbean Innovation Challenge later this week.

There are 20 finalists in the competition and business start-up accelerator aimed at encouraging young people to generate ideas that benefit their societies and communities.

At all is the management team of Book Line: (from left) Ivan Coa, Chandra Moore, Rochelle Waldron and Kevin Bishop. (NB)

■ Please see full story on Page 3.

(Picture by
Waka Moore.)

Ethical push

Please see Page 3.



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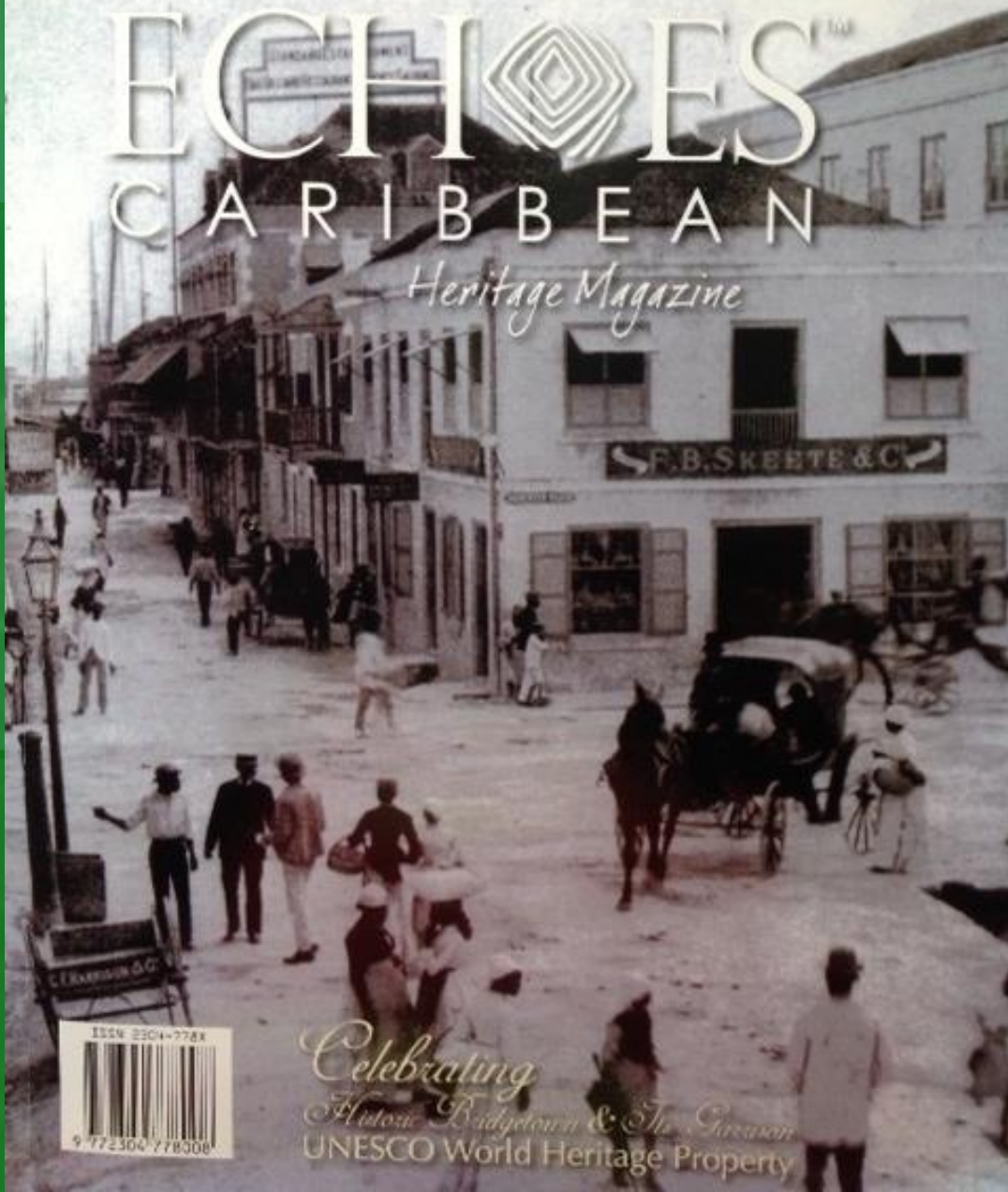


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SEED Build-out

- SBDC
- Private sector supported projects:
 - Hot Desk Facility
 - SEED/USF Collaboration - pilot project using treated wastewater to grow flowers
- SEED 2nd Semester workshops & year round training calendar

SBDC

- Public/private/academic partnership
- Section 21 US SBDA
- OAS pilot
- BIDC, YES, SEED, FundAccess
- *September 2016 start-date*
- Pre-determined year long training calendar
- Reporting using NeoSerra software
- Measurement of economic impact
- Access to BIDC Incubator



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NETWORK**

Private sector support

- Hot desk facility
- Agricultural project with USF using wastewater

Intensive Workshops

- Starting February 2017, Semester 2 as part of SEED SBDC training calendar
 - CAP4INNO Chalmers/Allange Idea Evaluation
 - Presentation Skills
 - Financial Planning

Observations

- Young people in our region are innovative, fiercely nationalistic & have access to information, ideas & the global market via technology
- Superior UWI education + skills & resources provided by the SEED Project = UWI graduates at a distinct advantage in our competitive & uncertain environment; regional network
- Self-employment is true independence

Observations

- Change of mentality – paradigm
- The innovative university
- Importance of motivation
- Role of support from private sector
- Education reform (formal & informal)
- Big versus small businesses
- ConCarCive

Thank You

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