



For Community, By Community

2020-21 ANNUAL IMPACT REPORT

Executive Summary



OUR YEAR IN REVIEW // forewords



Louise Reed
Co-Founder & Chair of Advisory Board

Welcome to the first Connect by Nova impact report. How happy and privileged I feel to be writing this following a year that saw the COVID-19 pandemic significantly impact employment opportunities in our local community. With the rapid rise of the unemployment rate due to the pandemic, Connect by Nova became available as a resource for the Caymanian unemployed and underemployed, including those looking to develop themselves further.



Hannah Jackson
Co-Founder & Career Consultant

As I think back to a year ago when CML and Nova Recruitment decided to begin Connect by Nova, I am truly amazed and humbled at the impact we have made. What started as an idea scratched on paper, then turned into a project, has become an NPO that I have seen grow with the support of our Cayman community.

Our Vision

A national workforce that is resilient, agile, and that can continually develop in line with global business needs, occupational patterns, and growth.

Our Mission

To support Caymanians and the wider Cayman community to achieve career success through guided access to education, training, and employment.

OUR IMPACT // highlights from our first year

2020-21 HIGHLIGHTS

Since our launch in March 2021, Connect by Nova has supported the Cayman community more than we were able to imagine, and **we are only just getting started!**



408

INDIVIDUALS

have received

CAREERS GUIDANCE



45

**TRAINING
COURSES**

have been conducted

**275
HOURS**

spent conducting one-to-one

**CAREERS ADVICE &
DEVELOPMENT
SESSIONS**



**52
HOURS**

spent conducting

**TRAINING
COURSES &
WORKSHOPS**

DID YOU KNOW? Of all individuals we've worked with one-on-one to-date, **94%** have been **Caymanian**.

OUR IMPACT // highlights from our first year



CAREER ACTION PLANS

78%
OF INDIVIDUALS

working with Connect have completed a Career Action Plan*

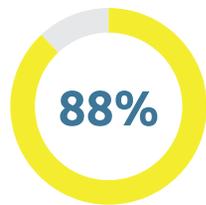
22%
OF INDIVIDUALS

working with Connect are in the process of working through their tailored Career Action Plans

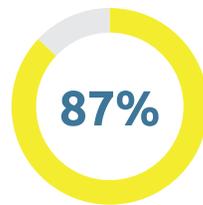
100%
of completed Action Plans through Connect have been from
CAYMANIAN CANDIDATES

Our Services

Individuals engaged in services through Connect are provided with a questionnaire asking about their preference of services provided by Connect to best help them on their career journeys. Of those who responded, they were most interested in:



Exploring Careers and Prospects



Careers Advice and Personalised Consultation



Further Support in Resume Building



Self-Assessment to find best Job Categories, Roles, Gaps in Skillset



Online Courses

*Completed action plans include anything from the completion of an upskilling action plan, registration in further education, or gaining employment via an internship, apprenticeship, or full-time position.

OUR YEAR AHEAD // what's next

Your Impact

Connect's programs and services for the Cayman community are shaped by the information sharing central to our mission. This information sharing is **where you come in**, as your experiences in different industries across island help to inform timely and relevant services to the individuals in Cayman.

Programs We're Trialing

Connect works directly with educational institutions, government, and private sector to trial programs to ensure we develop and launch services that address the skills gaps within the Cayman labour market. We are currently in the process of trialing the following programs:

- ✓ A formalised Industry Expert mentorship program
- ✓ NEET specific program (providing continuous support to young individuals who are not in education, employment, or training)
- ✓ Integration with Educational Institutions (facilitating career readiness workshops and trainings directly within schools, integrating with their curriculums to provide timely, relevant insight into in-demand career paths and opportunities available in Cayman)

SPONSORSHIP & PARTNER SPOTLIGHT

Powered by Community, For Community

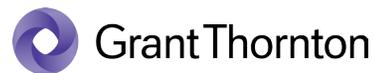
Without the generous support of the community, Connect would not be able to reach the vast majority of those in need of our services. Supporting Connect makes it possible for the organisation to continue to provide timely resources, training, and support to individuals, enabling Caymanians and all in the Cayman community to achieve career success.

Benefits to Sponsors

- ✓ Direct involvement in supporting comprehensive, demand-driven careers advice and skills development that is responsive to the real-world demand of an organisation's talent needs.
- ✓ Opportunity to engage with Connect's program participants under the mentorship program, internships, or job opportunities.
- ✓ Access to hard evidence of ROI and tracking metrics that link our services to employer productivity and completed action plans, including retention and speed to promotion.
- ✓ Involvement in a forum for feedback, giving the opportunity for information sharing and having a confidential, independent voice to discuss real-time employment challenges and opportunities.
- ✓ Opportunity to share your support of positive outcomes in Cayman employment & a government-backed project.

If you believe in creating a better future for the people we work with and would like to work with us on achieving these goals, please reach out to a member of the Connect team or email connect@nova.ky to see how you or your organisation can help our community to achieve career success.

OUR SPONSORS



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