



Small Business Development Foundation

Explanatory Note

September 18, 2007

“Be Your Own Boss”, a Youth Entrepreneurship Program, conceived by Ludwig Ouenniche and the Small Business Development Foundation for the youth between the ages 18 and 26. It mainly targets the youth who are not attending school, for one reason or another, and do not have a study job.

The identified sectors for the implementation of this program are: the Marine Sector and the Condominium Maintenance Sector. These two sectors have experienced an impressive growth for the last few years in the Caribbean in general and in Sint Maarten in particular. Indeed, all collected data indicates that these two sectors are slowly but surely becoming a major factor in the economic growth of many Islands in the Region. All experts are also projecting that this trend will continue developing for the next decades.

The implementation of the Pilot Project “Be Your Own Boss” will take a maximum of 9 months from the date of the first disbursement of funds by USONA. It is divided into 3 periods of 3 months each:

1. Pre-selection and final selection of the candidates

The pre-selection and the final selection of the candidates require the involvement of the different Community Councils, 6 in total. Information sessions will be organized in the various districts and the final selection will determine the candidates per district. Before this process, a general information session will take place involving the Community Councils. At the end of the process and after the final selection, a final general meeting will take place to officially start the program.

During the same period and after the final selection, a “Social Behavior Training” will start with Mr. Clarence Richardson as the trainer. The training will take about a month and will conclude with a test and the final selection of the 12 candidates.

The last intervention during this period will be from the 2 selected Instructors, to introduce the 2 sectors involved in this training: the Marine Sector and the Condominium Sector, as well as the selected Businesses that will be involved in the training with whom a formal contract will be signed.



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2. The Practical Training

At the end of the first period, the practical training starts and will last 6 months from this date. It will involve the placement of the candidates in the different businesses and a guiding process to ensure a smooth start.

This period will require a pro-active and vigilant assistance of the Management, the Mentor and the 2 Instructors. Regular reports and assessments will be done to constantly have a clear picture on the advancement of the practical training. An individual log book for each trainee will be kept up to date to reflect the advancement of the training and any possible bottlenecks. This log book will be regularly signed by the trainee, the Mentor and the Business.

3. The Final Period and Entrepreneurship Training

In the last 3 months of the training the Entrepreneurship Trainings will start at the same time than the Practical Training. These trainings will take place after business training hours and will be delivered by professional trainers who are already listed with SBDF. The training courses will focus on the preparation of the trainees in becoming Small Entrepreneurs. Financial Management, Business Accounting, Tax & Payroll and Business Administration Behavior are some of the courses that will be provided.

Also in this period a final course on “Social Behavior in Entrepreneurship” will be given by the same trainer from the first period. A final exam and assessment will be made before the 12 trainees are ready to become Small Entrepreneurs in the Business World.

4. Conclusion

What is important to notice is that all along the 9 months training period, the Management and the Mentor will be monitoring the whole process with various checks and balances and benchmarks to ensure the success of the program. Personal relationship with each individual trainee will be created to implement an open and frank interaction and dialogue between the Management, the Mentor, the Businesses and the Trainees. Physical interventions and assistance will be available to create a climate of trust and partnership.