



Caymanians First Charitable Foundation

(The “Non-Profit”)

SKILLS FOR SUCCESS SCHOLARSHIP PROGRAM POLICY

TABLE OF CONTENTS

1. POLICY TITLE	1
2. EFFECTIVE DATE	2
3. APPROVED BY	2
4. PURPOSE OF POLICY	2
5. POLICY STATEMENT	2
6. SCOPE	3
7. FOCUS AREAS OF SUPPORT	3
8. ELIGIBILITY REQUIREMENTS	3
9. VALUE AND SCOPE OF AWARDS	4
10. PRINCIPLES OF SELECTION	4
11. GOVERNANCE AND OVERSIGHT	4
12. RESPONSIBILITIES OF SCHOLARSHIP RECIPIENTS	5
13. CONFLICT OF INTEREST	5
14. MONITORING, ACCOUNTABILITY AND REVIEW	5
15. POLICY REVIEW	5
16. FOUNDATION COMMITMENT	5

1. POLICY TITLE

Skills for Success Scholarship Program Policy



2. EFFECTIVE DATE

The policy shall take effect on 1 January 2026 and shall apply to all scholarship applications and awards made on or after this date.

3. APPROVED BY

Board of Directors – Caymanians First Charitable Foundation

4. PURPOSE OF POLICY

At Caymanians First Charitable Foundation, we believe that investing in our people is the foundation of a stronger Cayman. This Scholarship Program exists to empower Caymanians by creating access to technical training, and vocational development in alignment with national and community priorities.

Through this program, the Foundation is committed to building pathways that allow Caymanians to grow, contribute, and lead within their communities and the wider Cayman Islands.

This scholarship program aims to:

1. Ensure that financial barriers don't prevent talented Caymanians from accessing accredited world class, internationally certified vocational and technical training.
2. Build a more skilled workforce to support local industries and encourage entrepreneurship.
3. Encourage Caymanians to stay invested in local community and contribute positively once educated.

5. POLICY STATEMENT

The Caymanians First Charitable Foundation is committed to providing fair, transparent and responsible scholarship funding to eligible Caymanians who demonstrate the potential to positively impact their families and communities.

All scholarship awards shall be administered in a manner that reflects the Foundation's values of integrity, fairness, accountability and community-first leadership.



6. SCOPE

This policy applies to:

- All scholarship applicants
- All scholarship recipients
- All staff, volunteers, and committee/board members involved in scholarship administration

7. FOCUS AREAS OF SUPPORT

Scholarships awarded under this policy will support studies and training aligned to the Foundation's core pillars:

- Science, technology, engineering, and mathematics (STEM)
- Technical and Vocational skills development
- Healthcare and allied health professions
- Skilled trades and technical fields
- Sports development and management
- Social work and elderly care

8. ELIGIBILITY REQUIREMENTS

Applicants must meet the following criteria:

- Be Caymanian (proof required)
- Be enrolled in, applied to or accepted to, an accredited vocational and training institution overseas or locally that's approved by the Foundation
- Be pursuing studies that align with the Foundations approved TVET priority area of study
- Demonstrate financial need
- Demonstrate good character, discipline, and leadership potential
- Show commitment to community service and personal development



9. VALUE AND SCOPE OF AWARDS

The Foundation will award full scholarships. Scholarships will cover:

- Tuition fees
- Books and required academic materials
- Approved accommodation expenses
- Living stipends (where applicable)
- One round trip ticket

All award amounts are subject to annual budget approval.

10. PRINCIPLES OF SELECTION

Scholarships shall be awarded based on:

- Merit and Potential
- Financial Nee
- Alignment with the Foundation's mission and focus areas
- Leadership ability and community involvement

The selection process will be fair, independent, and transparent always.

11. GOVERNANCE AND OVERSIGHT

A Scholarship Committee shall be established to assess applications. Final approval will rest with the Foundation's Supervisor.

All decisions shall be:

- Properly documented
- Auditable
- Aligned with governance best practices



12. RESPONSIBILITIES OF SCHOLARSHIP RECIPIENTS

Scholarship recipients are expected to:

- Maintain satisfactory academic performance
- Provide progress updates to the Foundation SupervisorRepresent the Foundation with professionalism and integrity
- Participate in community initiatives as requested
- Remain enrolled in their approved program
- Notify the Foundation of any program or enrollment changes

13. CONFLICT OF INTEREST

All individuals involved in scholarship decisions must disclose any real or perceived conflicts of interest and must not participate in decisions where such conflicts exist.

14. MONITORING, ACCOUNTABILITY AND REVIEW

The Foundation will:

- Monitor the progress of scholarship recipients
- Measure program impact
- Publish summary outcomes in annual reports

15. POLICY REVIEW

This policy will be reviewed every two (2) years, or as required, by the Supervisor and approved by Board of Directors.

16. FOUNDATION COMMITMENT

The Caymanians First Charitable Foundation remains committed to placing Caymanians first by investing in education, skills, sport, elderly care and strong communities today for generations to come.