

## Guidelines (richtlijnen)

# EYoung Talent Fund

### INTRODUCTION

In celebration of their 70<sup>th</sup> anniversary, Ernst & Young Curaçao (EY) chooses to invest in Curaçao's potential. In collaboration with the Prins Bernhard Cultuurfonds Caribisch Gebied (PBCCG) they have set up a fund to support the development of talent in the arts, culture, sciences and sports.<sup>1</sup>

The *yiú di Kòrsou* has proven to be successful in a number of different fields. Those who succeed do so because their talent was 'spotted' early on and parents, teachers, coaches and organizations supported their development. Too many youth, however, miss out on the opportunity to develop their intellectual and artistic talents simply because they lack the financial resources to do so. This fund proposes to change that for a number of these EYoung Talents.

By supporting the development of proven raw talent, EY will not only actively contribute to enhancing individual chances for success, it will help lay the foundation upon which our future artists, actors, dancers, musicians, performers, filmmakers, athletes, anthropologists and other scientists will continue to ensure enrichment of the collective talent, our culture and our community.

As of December 2018, the EYoung Talent Fund will be managed by the PBCCG as a Fonds op Naam (FON), meaning that the PBCCG will administer the fund, manage the application and disbursement process according to the terms agreed upon with EY. PBCCG will report figures and facts annually.

In 2019, EY will donate NAf 70,000 to the EYoung Talent Fund to provide grants to cover proposed trajectories for exceptionally talented youngsters who cannot afford to do so on their own. EY furthermore commits to contribute NAf 7,000 annually for 5 subsequent years, subject to a positive evaluation of the first year of operation. In consultation, third parties may also make a contribution to the fund.

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<sup>1</sup> Given PBCCG's lack of expertise in the field of sports, it has been agreed that we will find a partner organization in the local sports world to help in the *identification, selection and following* of talented youngsters in sports. All grants however, including sports grants are to be (financially) administered by the PBCCG.



## OBJECTIVES OF THE EYOUNG TALENT FUND

With this fund EY and the PBCCG primarily aim to provide effective support to emerging talent on Curaçao, and in doing so seek to increase their chances for future (professional) artistic or athletic success. In addition the following objectives also matter:

- Foster participants' resilience, self-regulation, self-concept, and as such see more engagement with their intellectual and artistic endeavors;
- Improve the opportunities for socially challenged young talent;
- Cultivate more *yu di kòrsou* role models for the next generation;
- Enhance the quality and quantity of our arts, cultural expressions and scientific engagement.

## WHAT IS TALENT?

For the purposes of the EYoung Talent Fund we define talent as follows:

Talent is often described as the presence of a special athletic, creative, or artistic aptitude. In reality, however, being able to naturally excel in the field of your chosen art, science or sport is only one of the factors that lead to true success. A show of discipline and dedication are possibly more important characteristics for achieving optimal development. Talent therefore is an ever-changing combination of both natural aptitude and the drive to achieve greater performance.

## WHAT SORT OF TALENT?

EYoung Talent Fund seeks to support exceptional young athletes, authors, visual artists, dancers, theater people, performers, musicians, filmmakers, designers, scientists and other culture-bearers who have talent and drive. Their talent is already evident, but should be stimulated, enhanced, polished or otherwise developed to properly emerge and flourish. The young talents we seek to support also require some financial support to develop or promote this further.

## WHO CAN REQUEST A GRANT?

Talented young people, ages 13-18, resident in Curaçao, who show ambition, enthusiasm and talent in their chosen field, may request a grant. They must show that they require (some) financial support to effectively advance their talent.

The application should be written, signed and **submitted by the youngster** for whom the talent development trajectory is requested. For applicants aged 13-17, their parents or care-takers are expected to assist with the application and they have to **co-sign** it. At least two teachers have to write recommendations.

## HOW MUCH PER REQUEST?

Depending on the available funds the EYoung Talent Fund will provide talented individuals with grants up to NAf 10,000 per academic year. The maximum amount granted will be determined per application. The number of grants awarded each year will be determined by the quantity and quality of the applications received. The intention is to provide at multiple each year.

## WHAT DOES THE GRANT COVER?

The applicant can request a grant to cover the costs of a **one-academic-year program** for the development of his or her personal artistic, intellectual or athletic talent. The applicant must provide a breakdown of exactly what they are seeking funding for. Each grant can cover a one academic year, yet applicants are encouraged to include a summary of plans for consecutive years.

A grant can cover the following types of costs:

- Tuition, monthly contribution, lesson costs.
- Purchase of instruments, equipment and uniform/specialized clothing
- Transportation costs
- Special training or projects which aide in better development of talent/attitude

We are however open to consider other costs, **except for:**

- Activities that have **already started or taken place.**
- Activities that take place **during regular school hours** or as part of the **school curriculum.**
- We will not fund **coordination costs, management fees or any similar costs.**
- We will not fund participation in **competitions or any associated costs.**
- Fees for classes, workshops, training provided by **non-experts or non-professionals.**
- Cost of **food, beverage, telephone or gas.**
- Costs incurred for **fundraising purposes, benefit events or religious services.**

We recognize that a highly personalized program per applicant may require the purchase of instruments, software, educational materials and/or equipment within reason, or the arranging for transportation and other such components.

## HOW DO YOU APPLY?

- An application consists of a completed online digital application and the following documents:
  - A personal motivation letter from the applicant;
  - A letter of recommendation from at least two (2) teachers, professionals or other experts in the applicant's field of interest. An institution or organization may also provide a letter;
  - Documented or audiovisual record of the applicant exhibiting his/her talent;
  - A detailed proposal for a talent development program specific to the applicant (max 2-4 pages). Must include at least the name of teacher, description of curriculum and price;
  - A complete budget for the proposed program, substantiated with written quotes of all costs involved;
  - A complete coverage plan for all costs involved, including what (if any) the applicant (or parents of an applicant) will contribute and any contributions from third parties.
- For applicants 13-17 years of age, a parent or guardian must co-sign the application.
- An application will not be eligible for a grant if the above conditions have not been met (on time) or if the applicant has already received a grant from the PBCCG (or one of its FON) for (a part of) the program.
- An applicant can submit only one application each year for a maximum of 3 years.

## CONDITIONS OF THE GRANT

- Any changes in the applicant's circumstances or program must be duly reported to the PBCCG.
- The contents and financials provided must be reliable. The output should be measurable and quantifiable upon completion of the program.
- The grant is valid for one year. The program must be completed within that time frame; no extension is possible.
- After awarding a grant, the PBCCG will outline a disbursement schedule for the grant in accordance to the specific needs of the individual programs. In most cases this will entail monthly payments to the direct providers of the program, i.e. teachers, institutions, and other service providers. In principle no advances will be given.
- The PBCCG will receive proof of attendance from all classes, workshops, training, etc on a regular basis. If an applicant is not attending regularly, this may be cause for the withdrawal of the grant.
- The applicant and his/her coach/teacher have to supply monthly 'presentie lijsten' for payment in addition to an invoice.
- The applicant and his/her coach/teacher have to supply quarterly reports [form].
- At the completion of the program the applicant is expected to provide a short report regarding his/her experience, challenges, and achievements. Any and all teachers involved in the program should also provide a short written report. [form]

- The advisory committee and the board of the PBCCG do recognize that the development of talent may require a multiple year investment. Nevertheless, receiving a grant for a program that had also listed details for subsequent years in no way entitles the applicant to funding for additional years. Grants will be decided upon annually based on merit and strength. Applicants cannot qualify for more than 3 subsequent EYoung Talent grants.
- If an applicant, who is currently enjoying a grant, gets a subsequent award, he/she must provide all deliverables of the current grant to gain access to the following one.

## PROCEDURE

- Applicants have to fill in an application online and attach all required documents. Applications must be received annually before **November 6th**.
- The PBCCG will check the applications for eligibility, completeness and accuracy, and prepare documentation for decision-making.
- An advisory committee evaluate all applications and write its recommendations. Local experts from the fields being serviced by this Fund are included in advisory committee.
- The board of the PBCCG will decide which applicant(s) will be awarded a grant to (partially) carry out their talent enhancement program(s)
- Decisions will be announced by the end of June each year.
- Grants are given for the duration of a school year, not a calendar year.

## EVALUATION / REVIEW

Applications will be evaluated based on the following criteria:

- Verification of the application. Is the applicant eligible? Have all components of the application been delivered? Is the documentation reliable?
- Establishment of talent. Is the talent natural? Do they have the drive? What do teachers say? What do professionals say? What do we see?
- Uniqueness. Does the program meet the needs of this specific youngster? Does the program address most or all of the shortcomings for the applicant?
- Feasibility. Can the applicant realistically complete the program while complying also with (school)work? Are there any concerns regarding the applicant actually being able to attend the program, i.e. transport, parental support, etc?
- **Sustainability**
- Impact. Does the proposed program have a real potential to enhance the youngster's talent?
- Financials. Are the proposed costs realistic? Are they responsible? Are they necessary? Can the applicant or his/her parents really not cover the costs of the program? If not possible to support the entire program, will a partial support be effective?
- **Sustainable talent development**

For more information:

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