



Junior  
Achievement  
Isle of Man

Member of JA Worldwide

# JA Company Programme

Impact Report 2023 - 2024



Supported by  
**HSBC**



# OVERVIEW

Over 100 students from the Isle of Man actively engaged in the Junior Achievement Company Programme 2024, with generous support from HSBC Bank.

The Company Programme offers students a valuable opportunity to prepare for their professional journey by immersing them in the operation of their own company, guided by dedicated volunteer business mentors.

This report provides a comprehensive overview of the 2024 programme and competition. It encapsulates the insights gathered from participating students, who shared their reflections and experiences through an online survey following the culmination of the competition day.



# THE JOURNEY

## September 2023

Company Programme launch at six Isle of Man High Schools

Develop and research a business concept that fills a need.

## October 2023

Business Kick Start. Teams are paired with their business mentors.

Create a business plan and organisational structure.

Pitch it. Teams present their ideas and progress so far, with the opportunity to win funding for their business.

**December 2023**  
**January 2024**

## March 2024

Competition and trade stand exhibition.

Produce, package, market and sell the product or service.

## February 2024

Competition briefing for teams, mentors and judges.

Celebrate the achievements.

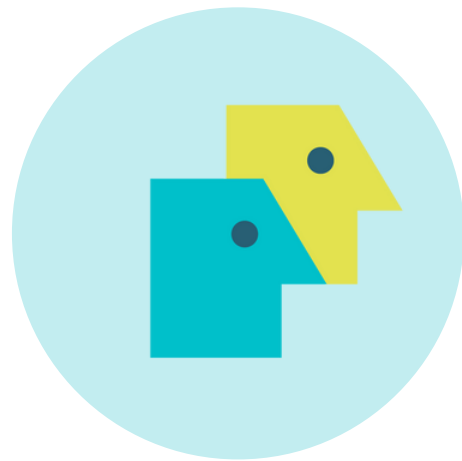
## March 2024

Awards ceremony.

European Finals!



# FOOTPRINT



## Students

- Over 100 students from six different high schools on the island participated in the Company Programme 2024.
- 23 teams originally signed up.
- 21 teams competed in the National Finals.



## Business Mentors

- 25 Business mentors from different industries and backgrounds supported the student companies, donating more than 500 hours of their time.



## Ambassadors

- After competing in 2023, 10 students decided to come back and become JA Ambassadors. In total, the JA Ambassadors 2024 donated 136 hours of their time.



# THE EXPECTATIONS

## What were your expectations before starting the Company Programme?

“I didn't know what to expect, I thought it would be a good chance to push myself.”

“To have a good time with friends and attempt to make a positive impact on our society.”

“Working as a team to create a winning product.”

“To learn about the world of business and to gain some real world experience.”

“Exciting opportunities to meet community leaders and gain some experience with running a business.”

“High standard of presentation, fun with friends (with plenty of responsibility too).”

“I expected it to be educational and useful as starting a business is not really effective in schools.”



Team Pursu-it from St Ninian's High School. First picture at Business Kickstart. Second picture at Competition Day.



# THE EXPECTATIONS

Were the expectations met?

YES

**87%**

NO

**13%**



"I thought it was going to be a very stressful experience. It ended up being one of the funniest and interesting things I've ever done."



"I thought it would be a lot smaller than it actually was."





# THE CHALLENGES

## What was the biggest challenge when participating in the Company Programme?

### Product Idea/Production

“The cost to start our product.”

“Coming up with an idea.”

“Figuring out what product to do as we had so many ideas”.

### Teamwork

“Not everyone contributing and missing the meetings.”

“Getting everyone to pull their weight. The work wasn't evenly distributed.”

“Learning to work together and make decisions as a team.”

### Time Management

“The amount of time spent alongside working with school revision and homework.”

“The strict deadlines and amount of work.”

### Learning New Skills

“Learning a new coding language to create the product.”

“Overcoming public speaking fear.”



Team Argid from Castle Rushen High School. First picture at Business Kickstart. Second picture at Competition Day.

# TOP 3 SKILLS

What skills do you feel you have improved by participating in the Company Programme?



**Working as part as a team.**



**Presentation skills**



**Resilience**





# LESSONS LEARNT

Do you think that the lessons learnt in the Company Programme will help you once you leave education?

97% agree that the skills learned in the Company Programme will be beneficial after they finish their education.

Based on your experience in the Company Programme, would you like to start your own business at some point in the future?

49% of the students indicated a desire to start their own business following their experience in the Company Programme.

Would you recommend this programme to other students?

An impressive 81% of students would recommend the Company Programme to their peers.





# THE ACHIEVEMENTS

## What was your greatest achievement in participating in the Company Programme?

“Learning to work as part of a team and speaking in front of a large audience.”

“Making a product that could benefit people.”

“We managed to make a profit.”

“I have gained lots of confidence and knowledge about the effort that goes into a business.”

“Learning how to code.”

“The feeling of success.”

“Learning to work as a team and that disagreements can be solved through communicating as a group.”

“Having the confidence to be unique and different when doing our presentation.”



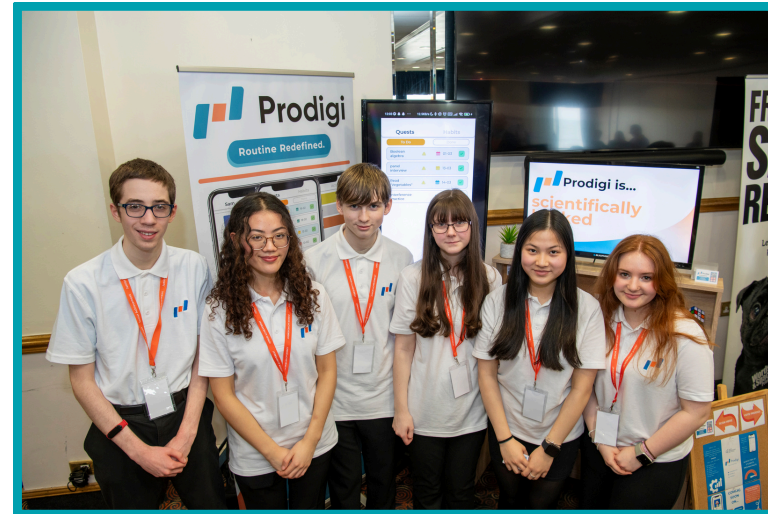
Team Evesta from Ballakermeen High School. First picture at Business Kickstart. Second picture at Competition Day.



# THE WINNERS



Continent 8 Technologies Award for Brand Excellence & Marketing - Team Impact from St. Ninian's High School.



ACE Hollreiser Award for Creative Problem Solving - Team Prodigy from St. Ninian's High School.



Zurich Award for Innovation in Business - Team Creed IOM from Ballakermeen High School.





# THE WINNERS



Celton Manx Volunteer Mentor of the Year Award -  
Chris Quinn mentor of Team Pursu-it from St.  
Ninian's High School.



Lloyds Bank International Team Player Award

Dagan Harris, Ethan Wilson and Mia Hudson from  
St. Ninian's High School, and Kyle Shnier, Tammy  
Mitchell, Rhianna Huxam from Ramsey Grammar  
School



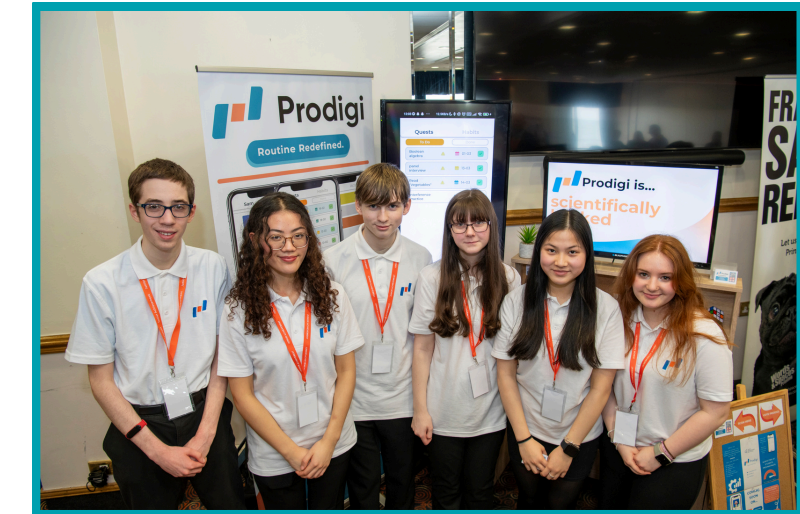
# THE WINNERS



Deloitte Environmental Award - Team Impact from St. Ninian's High School



Celton Manx Special Recognition Award - Team Evesta from Ballakermeen High School.



Paragon Recruitment Work Ready Award - Team Prodigy from St. Ninian's High School.





# THE WINNERS



ELS Isle of Man Public Choice Award-  
Team Impact from St. Ninian's High  
School



Bullfinch Recruitment Social  
Inclusion Award - Team AtEz from St.  
Ninian's High School.



To learn more about the winners and their  
products visit our Facebook  
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# 3RD PLACE

## IMPACT FROM ST NINIAN'S HIGH SCHOOL THIRD PLACE IN THE JUNIOR ACHIEVEMENT COMPANY PROGRAMME

The judges commended this team on their professionalism, which shone throughout the competition with outstanding visuals and branding.

This student company has chosen to deal with a global problem and one which has the potential to have devastating consequences for our planet.

Sadly, bees and other pollinators, such as butterflies, bats and hummingbirds, are increasingly under threat from human activities. The bee population has been declining over recent years due to habitat loss.

This team have designed and produced a hexagonal planter in shape of a honeycomb. This includes a garden kit to allow you to grow your own ecosystem for bees.



Team Impact from St Ninian's High School. First picture at Business Kickstart. Second picture at Competition Day.



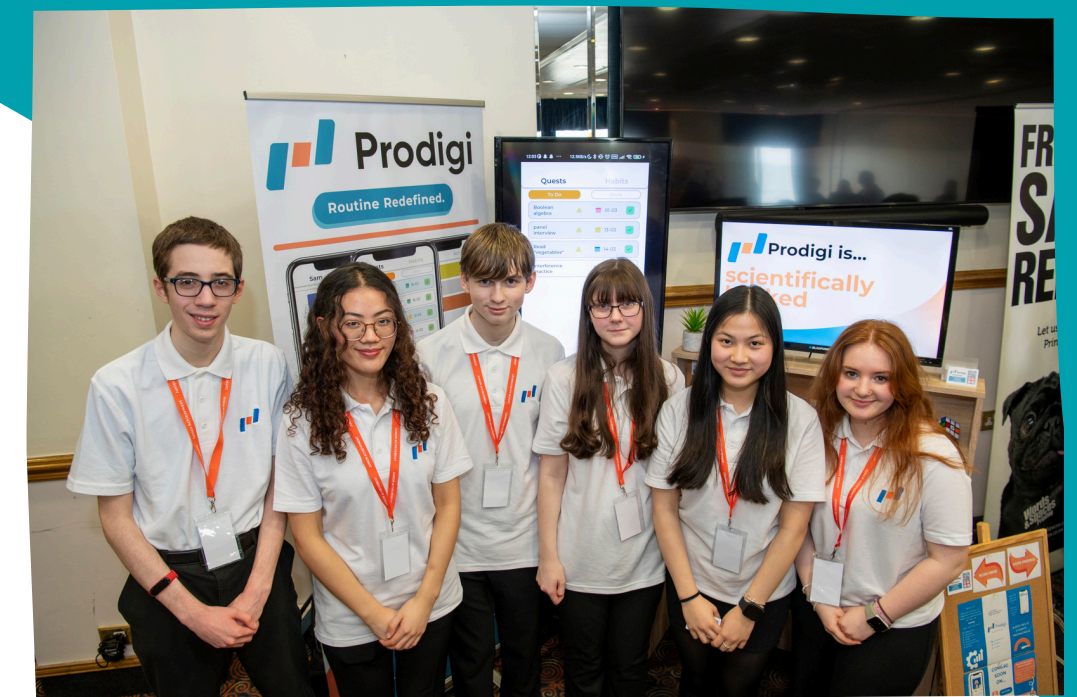
# 2ND PLACE

## **PRODIGI FROM ST NINIAN'S HIGH SCHOOL SECOND PLACE IN THE JUNIOR ACHIEVEMENT COMPANY PROGRAMME**

Tackling assignments, completing your studies and meeting deadlines can be overwhelming. Added to this are outside distractions and the feeling that it is just all too much.

This student company decided to design an app that allows students to plan, organise and manage their workflow. They knew that for it to work they needed to keep the user engaged and motivated.

To attract students to complete tasks they have introduced gamification into the app including quests, habits and a leader board.



Team Prodigy from St Ninian's High School. First picture at Business Kickstart. Second picture at Competition Day.



# 1ST PLACE

## CREED IOM FROM BALLAKERMEEN HIGH SCHOOL HSBC STUDENT COMPANY OF THE YEAR 2024

Each team who entered the competition had four elements to complete. This included a business report, presentation, panel interview and trade stand.

This team impressed the judges with their passion and enthusiasm. After being put through their paces during the panel interview, the way in which this team answered questions was outstanding.

What makes this group more impressive is that after a slow start and overcoming challenges with their team structure, they have developed an innovative product that has the ability to change lives and go global.

Team Creed IOM has developed “SensoGuard”, a smart glove for the blind and visually impaired.





# INTEL® AI INNOVATORS AWARD

## BALLAKERMEEN HIGH SCHOOL STUDENTS WIN INTEL® AI INNOVATORS AWARD

Leading up to the competition in Sicily, CREED IOM was announced as the winner of the Intel® AI Innovators Award.

This online award recognised teams that used AI tools and methodologies responsibly to create purposeful solutions, addressing various local and global challenges.





# NESTLÉ ALUMNI LEADERSHIP AWARD

## MILTOS PROVATAKIS - WINNER OF THE NESTLÉ ALUMNI LEADERSHIP AWARD

The Alumni Leadership Award is an award given out to individuals who demonstrate outstanding leadership skills, which impact their team and the JA Company at GEN-E.







# THANK YOU!

We extend our sincere gratitude to HSBC for their generous support and sponsorship of the Company Programme 2024.



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