

***'I'm not the only one hustling to escape poverty':
Resilience through International Networks***



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An Ideas Exchange, co-produced pilot project
funded by

 University of
BRISTOL
Brigstow Institute

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Research team

Keir Williams (PI) – Centre for Innovation and Entrepreneurship
Zibah Nwako – Research Associate and Independent Consultant
Ben Carpenter – University of Bristol City Fellow and Youth and Community Worker
Anne Angsten-Clark – PhD candidate, Centre for Innovation and Entrepreneurship
Jennifer Dumle Daniel – PhD candidate, Centre for Innovation and Entrepreneurship

Introduction

The Ideas Exchange project aimed to facilitate sessions with young entrepreneurs from low-income communities and who face structural inequalities in Bristol, UK, and Enugu, Nigeria, through a co-production process that draws on our transdisciplinary team's expertise and resources. This co-produced pilot project was funded by the Brigstow Institute at the University of Bristol.

We believed that there is value in bringing these young entrepreneurs together to collaborate with our team of researchers and educators. Our objective was to understand their needs and experiences during the COVID-19 pandemic and support them to set the priorities they would like to address together through international solidarity and networking.

Our definition of a young entrepreneur is someone between the ages of 18 and 35 who has recently started or is interested in starting a new venture, whether creative, social, sustainable, financial, or political.

This report sets out the background to our ideas exchange project, the methods of data collection and analysis that we employed and include a discussion of the results of the research project.

Background

All young people's well-being, regardless of where they live, their race, gender, or social class, is essential for personal and professional success. Our participants are already disadvantaged by their environment and lack of access to opportunities. Some of them live below poverty levels, are neither confident of their abilities nor aware of the opportunities they may have to get ahead in their entrepreneurial journeys.

The project presented an opportunity for them to collaborate with other like-minded young people, also from low-income communities, supported by our team of researchers, educators, and facilitators. It enabled them to participate in creating a community that addresses their current realities and develops value-laden possibilities for improving their lived experiences through business start-ups.

Project Structure

Methodology

The ideas exchange collaboration was intended as both a project and as a research study: a *project* to produce an international network of young entrepreneurs from Enugu, Nigeria, and Bristol, UK; as well as serve as the context for a research *study* on the social interactions that occur within the project. The collaboration therefore took an inductive and participatory approach.

While it did not strictly follow any one participatory research model, it used the appropriate tools and ways of thinking about the phenomena under study offered by participatory design (PD) and human-centred design (HCD) to build a coherent and valuable account of those phenomena: supporting young entrepreneurs towards the creation of new ventures (creative, social, sustainable, financial, political).

PD provided the source for a rich account of the project, using the tools and opportunities for our participants to engage in both the design project and the project's research. Bødker et al. (2000) argue that the motivation of PD is not simply to build valuable systems for participants but also to support those participants in the realisation that they have a choice in that development process (Bødker et al., 2000). Hence, the emancipatory nature of the research was the focus.

In relation to HCD, the emphasis of the research questions, interests and actions is on the participants and end users of the service, system or product being designed, rather than on the designer's own process or creation (Giacomin, 2014).

The expected outcomes from the research included:

- from the project – practical ideas and a process through PD to support participants to collaborate further.
- from the study – group interactions as a social and technological process using HCD, and a funding bid for further research based on the results.

Through our recruitment process, we also developed a shared understanding of our participants' needs and of our evolving roles as researchers.

Ethics

Ethical considerations were given to all aspects of the research including the recruitment process, methods of data collection and analysis, medium of communication with participants during the project, and the protection of participants' identity and data according to the UK Data Protection Act and GDPR. For example, data made publicly available in reports, publications or research dissemination arising from the project must be fully anonymised, starting from the transcription process.

Special attention was given to the potential risks (physical, psychological, legal and social) involved in participation, for example, the peculiar challenges posed by the Covid-19 pandemic that meant that all communications had to be conducted online and which, in turn, had implications for access and network issues.

An ethics application was made to the Faculty of Arts Research Ethics Committee at the University of Bristol and clearance was subsequently obtained to conduct the research.

Participants were asked to carefully read an information sheet containing details of the research project and their right to withdraw their data up to one month after the end of the research. They were also encouraged to seek clarification from the research team if anything was unclear, before signing a consent form to participate in the project. A few of them did so. Both information sheet and consent form are attached as Appendices I and II.

We ensured that all sensitive data obtained and used during the project was held securely and protected by the University-approved Microsoft SharePoint communication and storage systems.

Participant Sampling

The initial research design was planned to cover a sample of 8 participants – four from Bristol, UK and four from Enugu, Nigeria. We aimed to recruit participants between the ages of 18 and 35 who have recently started or are interested in creating new business ventures. We also agreed that for the recruitment to be fair, there should be a gender balance of participants.

The participants from Bristol were to be recruited through Ben Carpenter and from Enugu through Zibah Nwako, having both worked with some of them in their professional practice with young people. Unfortunately, there was a challenge in recruiting the Bristol participants within the stipulated timeframe, and the decision was taken to add 6 more Enugu participants, culminating in a total of ten participants.

Participants were recruited in two ways:

- *purposive* sampling – 4 participants were young entrepreneurs whom Zibah had previously worked with. Purposive sampling occurs when a researcher strategically selects participants for a study depending on its context and objectives (Palys, 2008).
- *random* sampling – where a call for participants was advertised through social media and a shortlisting process was carried out. When the random sampling method is used, ‘each member of the population has an equal chance of being selected as subject’ (Sharma, 2017 p. 750).

To promote inclusivity and ensure that all our participants were enabled with IT access, we provided payment for internet time and data. We also offered technical support and training instructions on the online platforms used by the research team so that our participants would be able to engage with the research methods.

Methods

Two methods of data collection were employed: individual qualitative interviews and a group workshop. In order to get to know the participants, they were asked by to upload three images that represent their past, present and future. Using these images, the research team conducted 1-hour semi-structured interviews with each participant and a 2-hour online co-designed workshop via Zoom, between all the participants and four members of the research team.

The interviews were an opportunity to start building relationships, discuss the project and our roles within it, elicit meanings about their past and present experiences, and provoke discussion on their future priorities for creating a new venture. An interview schedule was used (see Appendix III) to elicit responses from the participants based on the past, present and future images that they had previously shared with the research team. Some of the questions asked include:

- What makes you a young entrepreneur?
- Why did you choose this image?
- Why is this image important to your past/present/future?
- What happened / was happening in this image?
- What does it remind you of or what does it represent to you?
- How does the image make you feel – happy, sad, ...?
- How does this image [of the past] also connect to your present [or future]?

We audio-recorded our conversations with the participants and stored them on a secure SharePoint folder on the University of Bristol’s system.

The aims of the co-designed workshop were to enable the participants to meet each other and learn about each other's ventures. The workshop was led by Keir and focused on the topic of *values*. From the group interactions in the Zoom breakout rooms (facilitated by Anne, Jennifer and Zibah), we were able to draw from each other's past and present images and co-create a set of shared values for the group, including what matters to each member and their venture.

Furthermore, the smaller groups in the breakout rooms were helpful as the participants were able to exchange tips and discuss useful ideas that had worked for them in the past.

Limitations

The study faced two challenges – in the timing of participant recruitment and with the online method.

We were unable to recruit and involve any participants from Bristol because of the length of time it took to obtain ethics clearance. As a result, it was already the middle of the Summer holidays and our research team members had other commitments booked or had gone away on leave.

Due to inaccessible IT and network problems, some participants were unable to fully contribute to the workshop – sometimes they would lose access and have to log back in, experience difficulty in hearing each other's contributions, or have a time lag when they were speaking.

Data Analysis

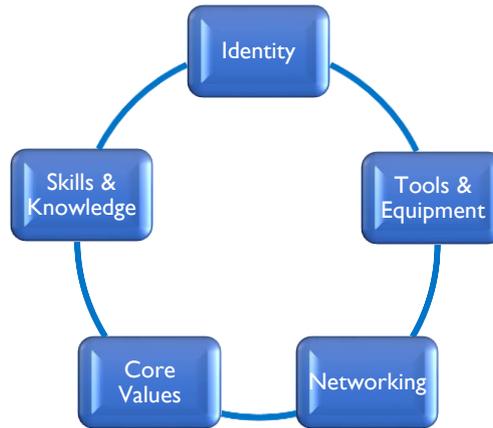
A participatory approach was also employed for the data analysis, including the past, present and future images that were shared by the participants. Initially, the images were individually analysed during each participant's interview according to relevant questions on the interview schedule (see some questions listed in the previous section). Subsequently, the images were analysed in the workshop groups with participants commenting on and drawing out the values inherent in each other's images.

The research team also collated their notes and used a thematic analysis approach to code, sort, and structure the data into insights framed around our initial explorative questions that arose during the recruitment and interviews. In addition to the synthesised data, we drew on our transdisciplinary practices and experiences of working with groups of young people to co-design the online workshop with and for our participants.

After the workshop, the research team uploaded their feedback and observations to the SharePoint space, and had two debriefing meetings to prepare for this report as well as plan for future research directions. We also intend to use the material on our fundamental shared values, and data from the interviews, to develop a document that sets out the priorities for this group of young entrepreneurs, and form a foundation for our work together, supporting each other as a network over the next year.

Results

In response to the above-mentioned questions (see: Methods) on what makes the participants a young entrepreneur, their analysis of their images and values, this section comprises of five inter-related themes on Identity, Skills and Knowledge, Tools and Equipment, Core Values and Networking. These themes depicts the needs of the participants as young entrepreneurs, but are also described as necessary for their ventures to succeed. The findings on each theme are described below.



Identity

My ability to find out what a problem is within the society and finding possible ways to solve that problem and earn from it at the end of the day. (Cyril)

I have a dynamic solution to an existing issue to make it better so that makes me an entrepreneur. (Helen)

The participants identify themselves as young entrepreneurs, firstly because they are all between the ages of 23 and 32 – within the range defined by the study; and secondly because their ventures covered the creative, social, sustainable and financial areas of entrepreneurship such as:

- Food, agriculture and catering
- Waste management and recycling
- Fashion and tailoring
- Media and graphics design
- Food processing and packaging
- Bakery and Confectionary production
- Women's only fitness centre
- Cosmetics

The participants described many reasons for choosing these ventures – a desire to create wealth, to meet a gap in the market through a much-needed product or service, to provide sustainable livelihoods for themselves and others, stemming from their personal experiences, and their underlying values including service to community.

I was once ridiculed because of my overweight. Although this crushed my self-esteem, I was able to regain it after I lost weight and I want this for other women. Every woman, regardless of her size, skin colour or shape deserves to feel beautiful, wholesome and comfortable in her skin. (Abigail)

I choose this venture because of my zeal in achieving a clean and Green Environment devoid of pollution and in line with the sustainable development goal of the United Nations. (Ozioma)



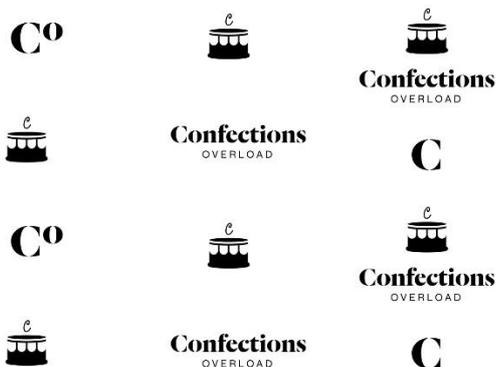
Skills and Knowledge

The participants have practical skills such as sewing, modelling, information technology and tailoring; as well as more conceptual skills including problem solving, research and study skills, public speaking, branding techniques, entrepreneurial or start-up skills.

I am into cosmetology. It is a skill which uses chemicals to produce lots of things ranging from simple soaps to perfume to creams to cleaning agents like bleach, liquid soaps, perfumes, body creams, wash gels. I am working towards acquiring more knowledge. (Promise)

I'm a graphic designer and a social media influencer. Having CY Multi-purpose Studio will enable me expand my designing skill to a bigger scale. It will enable me deliver my services as a media influencer more effectively. (Cyril)

Albeit having great business ideas, most participants need basic entrepreneurial training skills to ascertain and work towards ways to develop or finesse their ideas, what to do next or who to approach and for what purpose. For example, Nina's logo and branding for her bakery venture 'Confections Overload' not only prompted Chinedu's resolved to design his business logo – 'like a company, just a way to make yourself stand out', but also resulted in Joyce's registration on a graphics design course beyond the workshop.



Also,

We talked about improving your skills and your creativity and always wanting to learn and learn and learn, then you don't just remain stagnant wherever you are, you have to keep learning... (Abigail)

Tools and Equipment

The participants agreed that the business location or context is as important as the infrastructure and assets. Some of them have been able to start small, at a micro level in their homes or with their parents' support. Some have been working in other areas either to make ends meet or to build capital and develop skills for their desired ventures. For example, Abigail authored a fiction novel and set up a laundry service – from these experiences she has been able to learn marketing skills and raise some funds from her book launch towards her proposed venture.

Several infrastructural assets are required for their start-ups including automated machines, computer and technological equipment, physical premises, sewing machines and agricultural or food-making utensils.

I have started with a sewing machine my mom got for me and my space of work is in my parents apartment. My family and few friends are my customers but would really love to expand it and go further. (Chinedu)

I established a mini bakery in August 2018. It is located in Enugu Nigeria. We produce cakes, pastries and desserts and deliver our products to clients pending the launch of its premises. (Nina)

Core Values

From the workshop group activity on values, the participants were asked to discuss each other's images according to the following below. The values that follow emerged from their discussions.

- What values are reflected in the image?
- Which two values do you want to change in your venture?
- Which two values do you want to create in your venture?

A word cloud of values and concepts. The words are arranged in a roughly circular shape and vary in size and color. The colors include shades of orange, yellow, green, purple, and blue. The words include: innovation, transformation, commitment, development, perseverance, futuristic, sustainability, hunger, support, resources, success, money, quality, diligence, progress, poverty, modernisation, enjoyment, hurdles, knowledge, expansion, relaxation, environment, intelligence, tough, service, education, creation, happiness, life, limitations, potential, struggle, boredom, better, growth, interest, scale, employment.

Firstly, some core values that the participants discussed as represented in the images are: diligence, knowledge transfer, supporting others (morally and financially), educating others, happiness/enjoyment/relaxation, futuristic/modernisation and quality service delivery.

Looking at Abigail's past image, the way she is smiling, I can see that she had an interest in doing this. She delivered it with her full chest¹. (Joyce)

I picture an online community where people of different gender and different classes of people were, the young, the old, to ensure a situation whereby I will be able to impart knowledge, both practically and theoretically. As well as being able to bring them from that online space – those interested – to the physical part and being able to replicate what we discuss online into reality. In that, hoping everyone acquires whatever they need out of life. (Cyril)

Secondly, the participants listed the values that they needed to change as: limitations, hunger, hurdles, poverty, tough environment, loss, struggle, boredom, lack of resources, lack of commitment and lack of interest.

One of the things that happened during Covid was that everybody was indoors and compelled to cook, whether you liked it or not. So if your friends and colleagues... who could also have referred your business... are indoors, who do you send the food to? Covid also made people more conscious of what goes into the preparation of food, more careful about who has touched it. That also affected me and caused so much loss. (Helen)

We talked about zeal and strength.. the strength of coming up from here, the fear of maybe poverty. From a picture we saw someone that came from a very poor background, but the person is really doing a lot of things to change the future, to change the present. So we saw zeal and thirst and hunger for a better present... (Promise)

The third part involved which core values the participants wished to create. These values included potential, intelligence, innovation, making life better, creation, perseverance, progress, success, growth/expansion/scale, employment, sustainable development, transformation, money, skill, service to community and training.

Also I have great passion for self-reliance, growth and creating work opportunities. (Melody)

We all want to achieve success and achieve a common goal. (Maria)

Networking

The final theme from the study is the participants' need for a cohesive community, mutual support, team work and a sense of togetherness. The quote below (which we have used as a title for this report) encapsulates this theme as a response when asked for feedback on the research project:

'It was educating and inspiring. And it also shows I'm not the only one hustling to escape poverty.' (Chinedu)

One value that really stood out for me was providing support. So, you know, in terms of growth in terms of attaining our different goals and aspirations, we must provide support to each other... because even if you're where you're providing services or you're selling something or you're just

¹ Slang meaning: She delivered it *confidently and without hesitation*.

basically doing anything that has to do with business you must provide support in one way or the other. And in doing that, you will attain your goals you will achieve whatever you set out to achieve from the onset when you belong to a group like this, it also helps to boost morale and, you know, up your game. (Abigail)

The need for a sustainable network also resulted in the setting up of a group on WhatsApp² for the participants to get to know each other better, support, encourage, share ideas with one another and for continued communications beyond the project.

Future Research Directions

From this pilot study, we plan to:

- report our findings back to the Brigstow Institute who funded the study.
- present our results to other researchers, students and funding bodies both within and outside the University of Bristol.
- disseminate our findings through reports and publications.
- create a sustainable partnership between the participants.
- develop a larger funding application for a project that starts to address the participants' needs and our team's priorities.
- co-design a Resilience toolkit with the participants (as a larger research team) while prototyping the collaborative design process.
- further develop a wider network of international young entrepreneurs that can collaborate in using the co-designed toolkit to establish their own ventures.

Conclusion

This Ideas Exchange project was successful in facilitating initial collaborations between young entrepreneurs low-income communities in Enugu, Nigeria, that face structural inequalities and with a transdisciplinary team of researchers and educators in Bristol, UK. The main research objective was to understand their needs and lived experiences during the COVID-19 pandemic and to support them in sharing the values and priorities that they would like to address together through collaboration and networking. This was also achieved.

Participatory design and human-centred design were the methodologies used to understand the past, present and future challenges and dreams of these young entrepreneurs towards supporting their new creative, social, sustainable, financial or political ventures.

Although the University of Bristol's Faculty of Arts Research Ethics Committee at the University of Bristol gave the ethics clearance for the study to go ahead with young entrepreneurs from Bristol and Enugu, the recruitment of participants from Bristol was not possible due to time constraints.

The two methods used to collect data were individual qualitative interviews and a group workshop data collection, and both methods relied on visual images provided by the participants. For data analysis therefore, both participatory and thematic approaches were employed to reach the results communicated.

² WhatsApp is an online messaging service through which people exchange text and audio messages, make telephone calls, send photographs and videos (Metz, 2016).

The project's findings were categorised into five main themes: Identity, Skills and Knowledge, Tools and Equipment, Core Values and Networking. These themes are inter-related and will have to work together to enable the success of new ventures by young entrepreneurs. Hence, future research directions, whether verbally presented, in written reports or funding applications, need to encompass all these results.

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Appendices

Appendix I



Resilience through international networks

Participant Information Sheet

Welcome

Thank you for considering taking part in this research project. Your participation is entirely voluntary, and you should only agree to take part if you want to. If you choose not to take part, there won't be any disadvantages to you, and you will hear no more about it.

Please read the following information carefully before deciding to take part; this will tell you why the research is being done and what you will be asked to do if you take part. Please ask if there is anything that is not clear or if you would like more information. If you decide to take part, you will be asked to sign a Consent Form or give permission to say that you agree. Even then, you will still be free to withdraw at any time and without providing a reason. You can email the lead researcher Dr. Keir Williams keir.williams@bristol.ac.uk or any other contact from our team to discuss or withdraw at any time.

About the project

The University of Bristol's Centre for Innovation and Entrepreneurship wants to understand how young entrepreneurs in Bristol, UK, and Enugu, Nigeria, have experienced the COVID-19 pandemic and what their needs for support are. We believe that well-being is essential for all young people to be successful personally and professionally.

In this project, we aim to bring together young entrepreneurs from Bristol and Enugu to share their experiences and collaborate on new ideas. We would like you to participate in two activities:

1. A 1-hour interview with each participant.
2. A 2-hour online co-design workshop between all participants.

These activities will happen in mid-August 2021 (exact dates to be agreed). The findings of this research project may lead to a larger project of exchange between young entrepreneurs in support of their well-being.

Why have you been invited to participate?

You have been invited to participate as a young entrepreneur. Our definition of a young entrepreneur is someone between the ages of 18 and 35 who has recently started or is interested in creating a new venture. We will be recruiting a total of eight young entrepreneurs as participants for this project: 4 from Bristol and 4 from Enugu.

Are you eligible to take part?

If you live either in Enugu or Bristol, are between the ages of 18 and 35, and have either started your venture or are interested in doing so, you are eligible to participate.

Do you have to take part?

It is up to you to decide whether you wish to participate in the project. We can describe the study and go through this information sheet with you, then answer any questions you might have. If you agree to take part, we will then ask you to sign a consent form. You are free to withdraw at any time without giving a reason.

Research Activity Details

- Interviews (1 hour): We will ask you to choose or take three photographs of places in your community that represent your past, present and future for your venture. We will then meet with you to discuss your ideas and the photos.
- Workshop (2 hours): We will facilitate an online participatory design workshop to discuss together our ideas, values and visions for the future. The aim is to see how we can bring young entrepreneurs from across the world together to support each other. In the interview and workshop, we encourage you to give your honest opinions. There are no right or wrong answers, and it is your honesty that gives our research value, better enabling us to reach our objectives.

In total, the two activities will last about 3 hours. Both interview and workshop will be audio and video recorded. The research team will use the results from the interviews and the workshop to help design a larger project to support the well-being of young entrepreneurs. We might also write research papers based on our findings which we hope to publish and speak about internationally.

What are the possible advantages of taking part in the project?

As a participant in this project, you will have the chance to connect with other young entrepreneurs from where you live and in a different country! You will learn about their experience, get to work together, and support each other in your ideas. You will also have the chance to give input into a potentially larger project supporting the well-being of young entrepreneurs.

As compensation for your participation, you will receive £50 (~~£28,600~~) for your time plus £10 (~~£5700~~) for phone/internet credit. You will also receive a certificate of participation from the Centre of Innovation, University of Bristol.

What are the possible disadvantages and risks involved in taking part in the project?

The risks involved with this research project are:

- Breaches of personal data security
- Participants not being well enough informed about the purpose, data collection, and procedures before consenting to be involved in the project

However, the protection of our participants and their data is our top priority, and we need to share with you our recruitment and data processing procedures. Therefore, for all our participants, the following guidelines apply:

- If anything is unclear, you can ask us.
- All our participants can give informed consent by reading and understanding this information sheet before reading and signing the consent form.
- Participants who cannot read and/or sign written forms will receive a verbal explanation from researchers and can confirm their consent verbally in the presence of a third-party witness.

How do you withdraw your personal data or from participating in the project?

- You can withdraw from the project at any time and ask us to destroy any identifying information we hold about you. After 10th September 2021, we won't be able to destroy **anonymised** data about you as we will have started analysing the information. Please contact the lead researcher keir.williams@bristol.ac.uk or any other member of our team to do this at any time.

How will we protect your data?

- You have the right to review any of the data recorded about you and to request anything you are unhappy about is modified or deleted.
- The data recorded about you will be stored securely on an encrypted cloud service hosted by the University of Bristol. In addition, all written notes will be held securely in a locked drawer at the Centre for Innovation or at the researchers' homes when COVID-19 makes it impossible to access the university.
- Your data will only be accessible and discussed by the researchers involved in the project.
- Your consent forms will be stored in a different location to your digital data, in locked physical storage inside the University of Bristol.
- The video and data collected by researchers will be captured on devices owned by the University of Bristol's Centre for Innovation and Entrepreneurship and wiped off these devices once transferred to the encrypted storage - these are not personal devices. All recordings will be kept securely and only accessible to the research team.
- Data made publicly available will be fully anonymised following the UK Data Protection Act. In the case of audio data, this will involve disguising voices and obscuring names and any other personally identifiable data. In addition, participants will be referred to anonymously in publications arising from the project.
- Data about you and the project will be stored for a maximum length of five years, at which point it will be destroyed. Should any participant choose to withdraw from the study, all data referring to them will be immediately destroyed within the session.

Where can you follow the project's progress?

We will send you a summary of the report after it has been written up (December 2021) and keep you informed about any other projects that come out of this research.

When will this research be taking part?

The work described in this information sheet will take part in mid-August 2021. We will arrange a suitable time to conduct our interviews and the co-design workshop. We will also help you with any technical support required to take part.

Access

If you have specific access needs, either physical or neurological, that might prevent or make it difficult for you to take part, please contact one of the research team, and we will ensure we make the required adjustments for you.

If you have questions about your involvement, who can you contact?

For any other questions and inquiries about the project described in this information sheet, you can contact the person who recruited you (Dr. Zibah Nwako), the lead researcher, or our university ethics team by letter or email:

Faculty of Arts Ethics Committee
c/o Research Governance Team
Email: research-governance@bristol.ac.uk
Tel: +44 (0)117 42 83065

Dr. Keir Williams
Lead Researcher / Principal Investigator
Centre for Innovation and Entrepreneurship
Email: keir.williams@bristol.ac.uk

Appendix II



Resilience through international networks

Consent Form

After you have read and discussed the participant information sheet with a member of the research team, please answer the following questions to the best of your knowledge. You can withdraw your participation and non-anonymised data from the project at any time without giving us a reason. To do so, please contact the lead researcher keir.williams@bristol.ac.uk or any other member of the research team at any time.

Summary of Information Sheet

- Interview (1 hour): We will ask you to choose three photographs that represent places in your community that represent your past, present and future for your venture. We will then meet with you to discuss your ideas and the photos.
- Workshop (2 hours): We will facilitate an online participatory design workshop discuss together our ideas, values and visions for the future.

Both interview and workshop will be audio and video recorded.

As compensation for your participation, you will receive:

- £50 (~~£28,600~~) for your time plus £10 (~~£5700~~) for phone/internet credit.
- A certificate of participation from the Centre of Innovation, University of Bristol.

Have you:	YES	NO
been given information explaining the study?		
had an opportunity to ask questions and discuss this study?		
received satisfactory answers to all questions you asked?		
received enough information about the study for you to make a decision about your participation?		
Do you understand:	YES	NO
that you are free to stop your participation and withdraw from the study at any point?		
that you are free to withdraw all your data before 10 th September 2021?		
that you are free to withdraw your personal data at any point after 10 th September 2021?		
that you do not have to give a reason for withdrawing?		
that your photo submissions on your past, present and future will be shared with the other research participants?		
that your interview and workshop will be audio and video recorded?		
that full compensation for your participation will be made at the end of the project?		

I fully and freely consent to my participation in this study.

Participant's signature: _____ Date: _____

Name in BLOCK Letters: _____

If you have any concerns related to your participation in this study, please direct them to the Faculty of Arts Research Ethics Committee, via the Research Governance Team: research-governance@bristol.ac.uk

Appendix III

Section	Guiding questions
Introductions	<ul style="list-style-type: none">*Introduce yourself & chat informally*Explain what will happen next (incl how their images will be used for the research), clarify any questions they have about the structure of the research study*Find out a bit more about them: What makes them a young entrepreneur? Are they already doing something entrepreneurial or hoping to? Why?
Image 1: Past	<p>You do not need to ask these questions as participants will decide on what they share in the image, but they might be helpful as prompts or examples:</p> <ul style="list-style-type: none">*Why is this image important to your past?*What happened in this image?*What does it remind you of or what does it represent to you?*Does it make you happy, sad, ...?*Does this image/the past also connect to your future?
Reflection	<ul style="list-style-type: none">*Follow up questions from the video (anything that stood out, could be clarified more etc)*Check in with participant how they felt about the video, if they're okay to continue, if there's anything to think about for the next one
Image 2: Present	<ul style="list-style-type: none">*How is this image related to your present?*What activities do you do here or what people does it connect you to?*Do you like this image and its significance? Does it make you happy, sad, ...?
Reflection	Same as above
Location 3: Future	<ul style="list-style-type: none">*What dreams or aspirations does this image remind you of?*Why are these your dreams and aspirations?*How do you feel about getting to your future? Are there things you are doing in the present to get to your future?
Reflection	Same as above
Lunch & synthesis	<p>Reflect on the interview as a whole:</p> <ul style="list-style-type: none">*How did it feel to choose these images?*Was there an image that stood out? Why?*Looking back, do you feel like your past, present, and future are connected? Why or why not?*After this exercise, do you feel hopeful, pessimistic...? <p>Explain the upcoming workshop & how the images will relate to the workshop questions:</p> <ol style="list-style-type: none">1) What is a young entrepreneur to our participants? What new ventures do they want to start or have already started? What are barriers to doing more?2) How can young entrepreneurs come together, share their experiences and support each other in starting new ventures?