# community leaders forum convention zoi3

hindindin

# **Progress Updates**

A Community Connected: Renewing Common Purpose, Inspiring Engagement, Enabling Participation

# progress updates: education network

#### **Did You Know**

The proportion of PSLE Malay pupils eligible for secondary school has made the greatest improvement, with a 19% increase from 72% in 1980 to 91% in 2009.

The proportion of GCE'O'Level Malay students with at least 3 'O' Level passes (80% in 2000 to 88% in 2009) and at least 5 'O' Level passes (53% in 2000 to 63% in 2009) has shown the greatest improvement over the last ten years.

At the GCE 'A' Level Examinations, the percentage of Malay students with at least 3 'A'/'H2' Passes and pass in General Paper or Knowledge and Inquiry demonstrated the greatest improvement over the last 10 years (from 65% in 2000 to 75% in 2009).

The percentage of Malay P1 Cohort admitted to post-secondary institutions has improved steadily over the last 10 years and has shown the most significant improvement (from 70% in 2000 to 86% in 2009) compared to other ethnic groups.

Source: Ministry of Education

#### **Objectives of Network**

- To ensure that Malay/Muslim children stay in school and complete at least 10 years of formal education
- To improve students' performance in Mathematics and Science
- To ensure that 90% of our Primary One cohort proceeds to post-secondary education

#### **Programmes for Evaluation**

- Maju Minda Matematika (Tiga M) or Progressive Mathematical Minds
- Success in PSLE Mathematics Seminar
- P5 Foundation Math Camp 2012

#### MAJU MINDA MATEMATIKA

#### Purpose

A parent-child programme based on the Mediated Learning Experience<sup>1</sup> (MLE) model, Maju Minda Matematika or more commonly known as Tiga M aims to:

- increase parents' knowledge and understanding in the development of basic mathematical concepts
- To increase parents' confidence and skills in engaging their children in home-based activities
- To empower parents to create a conducive learning environment at home for the development of children's Mathematical skills

#### Target group

- Malay/Muslim low-income families with pre-school aged 4 to 7 years old.
- Household income below \$1800 nett or PCI \$450 nett

1 MLE refers to an interaction process in which adult (mediator) interposes himself/herself between the child and a set of stimuli and modifies them by affecting their frequency, order, intensity and context. This quality and intervention brings about structural modification of cognition for the child. As a result, the child is aroused to a higher level of curiosity and vigilance. Adequate parent-child MLE facilitates the development of various functions, learning sets, mental operations and needs system.

#### **Programme Design**

- 1. To reach out to 610 parents and 610 children
- 2. To ensure that 90% of children enjoyed the programme
- To bring about a positive shift, in 75% of parents' perception on factors contributing to a child's Math performance
- To enable 75% of parents demonstrate the ability to use Mediated Learning Experience (MLE) during parent-child activities
- To ensure that 75% of students do not enter Learning Support Programme (LSP) at Primary 1

#### **Evaluation Tool / Period**

- 1.1 Attendance list
- 2.1 Expression Drawing / Session 6
- 3.1 Pre and Post Perception Survey / Session 1 and Session 6
- 4.1 Pre and Post-test / Session 2 and Session 5
- 5.1 Mediation Checklist and Video Analysis
  / before intervention, upon completion
  of intervention and 6 months after
  completion of intervention

- 1.1.1 The programme benefitted 640 parents and 612 children.
- 2.1.1 All of the children drew a 'happy' face to indicate that they enjoyed the programme thoroughly. The facilitator observed that the participants were more responsive and confident in their learning as the session progresses.
- 3.1.1 The proportion of parents who expressed their confidence in assisting their child in the learning of Math improved by 38%, upon completion of the programme

- 3.1.2 The proportion of parents who indicated that they are able to leverage on readily-available resources in the home to teach Math improved by 57%, upon completion of the programme
- 3.1.3 The percentage of parents who acknowledged their role as parents as one of the most important factors in the learning of Math increased from 77% (pre-test) to 97% (post-test);
- 3.1.4 The percentage of parents who recognize the importance of early exposure to Math to excel in the subject increased from 96% (pre-test) to 98% (post-test).
- 4.1.1 Upon completion of programme, parents showed an improvement in competency in all mediation elements
- 4.1.2 The percentage of children who listens to and responds to his/her parent improved from 93% (before intervention), to 97% (upon completion of intervention) and continues to improve to 100% (after 6 months of completion of intervention, to indicate that the parents were able to demonstrate their ability in all mediation elements and to use them effectively;
- 4.1.3 The percentage of parents who expressed their ability to reflect before answering their child's questions improved from 72% (before intervention), to 93% (upon completion of intervention) and continues to improve to 100% (after 6 months of completion of intervention).
  - NOTE: The ability to use MLE is measured by the following 5 elements:
  - (i) Intentionality & reciprocity
  - (ii) Meaning
  - (iii) Transcendence
  - (iv) Competence
  - (v) Self-regulation

5.1.1 94% of participants are not in LSP when they enter primary 1, as indicated by their parents.

#### Conclusion

The programme has proven its effectiveness through the continuous increase in participation by parents and children over the past seven years since its launch in 2004. Tiga M has been receiving more response to partnership within and beyond the Malay/ Muslim organizations since 2009.

Parents who have completed Tiga M have expressed their keen interest to proceed to the next level of learning and development, in order to play a more active and engaged role in their child's attainment of mathematical skills and knowledge.

Data also shows that the parents were able to sustain their learning and application of knowledge even after six months upon completion of the programme. Their children also demonstrated higher levels of confidence and competence in their interactions with their parents in the learning of Math.

#### Recommendations

The CLF Secretariat recommends to continue building and strengthening the network of partners to benefit more Malay/Muslim parents and their children in pre-school education. The main aim is to focus and extend partnership to more PCF, but at the same, to strengthen the partnership with the various mosques. The Network recognizes the importance of having more programmes focusing on the component of transcendence, which seemed to be an area where parents' are weak. Hence, more programmes will be offered to parents in 2012 to enhance parents' thinking skills.

Lastly, the Network recommends to have more fathers involved in the programme. There is only a 1% increase in comparison to father's participation in 2012 despite more efforts by the networks involved.

#### Partners

PCF Admiralty	
PCF Woodlands	
PCF Eunos	
Teck Whye Primary	
Si Ling Pri	
Ci Yuan CC	
Bukit Bato East CC	
Hougang CC	
Assyafaah Mosque	
Istighfar Mosque	
Ar-Raudhah	
An-Nur	
Assyakirin Mosque	
Darul Ghufran Mosque	
Al-Ansar Mosque	
Hasanah Mosque	
4PM	

#### Outreach

Total no. of participants: 640 parents and 612 children

# SUCCESS IN PSLE MATHEMATICS SEMINAR

#### Purpose

An enrichment programme for all students who wish to succeed in Math, Success in PSLE Mathematics Seminar aims to:

To equip students with examination strategies and to motivate them to pass Mathematics at PSLE

#### Target group

Primary 6 Standard students from primary schools and madrasahs

#### Programme Design

- 8 sessions per run
- 6.5 hours each
- Seminar style with pre and post tests

#### **Evaluation Tool**

- Pre and post test administered at the start and end of programme respectively
- 2. Number of beneficiaries

#### **Evaluation Period**

January - Jul 2012

#### Findings

- 1. % of passes at pre test = 9.7%
- 1.1. % of passes at post test = 68.9%
- 1.1.2 Average increase in % passes = 59.5%
- 1.1.3 Average % of students with at least 5 marks improvement = 85.5%
- 2.1 Reached out to 956 participants

#### Conclusion

The programme has proven its effectiveness through the increase in the proportion of participants who passed at the end of each tier. This shows that the participants have a better understanding of the key mathematical concepts and the different techniques of tackling exam questions for each of the topics.

However, as the seminar is a one-off measure, it may not be able to adequately impact students' performance in Math at PSLE.

#### Recommendations

The CLF Secretariat recommends continuing with the programme and to improve outreach efforts to benefit more Malay/ Muslim students based on the improvements indicated by the participants.

To measure the effectiveness of the programme and to assess students' learning, the pre and post-test will continue to be administered at the start and thereafter, upon completion of the programme.

The Network will look into revisiting previous format of single run with more focus on motivation. It also aims to enhance outreach through partnership via financial subsidy for MM families for existing PSLE Maths programmes available in the market.

#### Partner

Outreach

#### Thames Education Pte Ltd

Total no. of participants: 956 students

#### **Special Update**

In 2012, a new programme, P5 Foundation Math Camp, was introduced to ride on the success of Success in PSLE Mathematics.

The programme will be evaluated as follows:

#### Objectives

- Develop an appreciation and enjoyment of Mathematics
- Empower and motivate students to achieve their target grades
- Instill in students that Mathematics can be fun and easy

#### Programme design

- 1 Session
- 8 hours
- Experiential
- Motivational aspects

#### **Evaluation tools**

- 1. Number of beneficiaries
- 2. Feedback forms

#### Findings

45 students attended the camp

- 2.1 75.56% strongly agreed that the camp was well organized
- 2.1.1 62.2% strongly agree that the skills that they have learnt are useful to the,
- 2.1.2 57.57% strongly agree that they are now more confident that they will do well in Maths
- 2.1.3 77.78% commended that the coachers were well prepared and proficient

- 2.1.4 64.44% strongly agreed that the goal and objectives of the camp were made clear
- 2.1.5 80% strongly agreed that the camp was interesting
- 2.1.6 79.55% strongly agree that the overall value of the camp is a 5. 5 is a high value in the scale of 1-5.

#### Conclusion

Partnership with Thames Education Pte Ltd has been strong. The camp was well organized by both Yayasan MENDAKI and Thames Education. Many of the participants benefitted from the activities prepared. The camp has most definitely instilled confidence in the students and changed their approach towards Mathematics. Survey feedback also shows that the participants are poised for success in their upcoming PSLE examinations in 2013.

#### Recommendations

CLF Secretariat recommends to continue the programme, but with more intense publicity in schools to increase the number of beneficiaries for this programme, considering the degree of success in 2012. The programme has much potential for growth, and will benefit more students if its marketed and positioned well amidst other programmes in the market now.

#### Outreach

Total no. of participants: 45

# progress updates: youth development network

#### **Did You Know**

- Out of 783 600 youth aged 15 29 years at national level, 48.9% are Professionals, managers, Executives and Technicians (PMETs)
- There are 130, 789 Malay youths, aged 15-29 years old
- 5.1% of the Malay Resident non-student population, aged 15 years and over has attained university education, while 11.6% attained Diploma and Professional

qualifications Source: Singapore Department of Statistics, Census Population 2010

#### **Objectives of Network**

- To ensure that Malay/Muslim students go to school
- To ensure that students remain in school and receive at least ten years of formal education
- To widen horizons of students

#### Programme for Evaluation:

- Youth In-Action (YIA)
- Max Out
- Integrated Programme for Teenagers (NUR)
- Empowerment Programme for Girls (EPG)

# YOUTH-IN-ACTION (YIA)

#### Purpose

Piloted in 2004 as an upstream measure to help Malay/Muslim students remain in school through mentoring and developmental programmes, Youth-In-Action aims to:

- Ensure that participants progress to post secondary education
- Reduce negative social behavior and harness their potential through the concept of Positive Youth Development (PYD)

#### Target group

Primary and Secondary School Students

#### **Programme Design**

- To reach out to at least 400 students for YIA and 320 for YIA+
- 2. To hold school initiation by May 2012
- 3. To ensure that 75% of mentees attend an initiation session
- 4. To ensure that 75% of mentees attend at least 2 Developmental Programmes (DPs)
- 5. To receive positive feedback from 75% of mentees
- 6. To ensure that 100% of YIA participants stay in school

#### **Evaluation Tool**

- 1.1 Registration list
- 2.1 Reports
- 3.1 Attendance Report
- 4.1 Attendance Report
- 5.1 Feedback forms
- 6.1 School Report

#### Findings

- 1.1.1 The YIA programme benefitted a total of 678 participants. Out of these 678 youths, 327 participated in the YIA+ programme, spearheaded by Yayasan MENDAKI's partners, AMP and 4PM respectively.
- 2.1.1 All participating schools, except the new entrants, were supportive of the initiations sessions and arranged for it in May 2012. No new referrals from 3 continuing schools i.e. Greenwood Primary, Bishan Park Secondary and Springfield Secondary. YIA beneficiaries in 2012 continued in the programme from 2011.
- 3.1.1 45% of mentees attended initiation sessions held in their respective schools. All initiation sessions were held on Saturdays, to include parents during the session. Students who missed the session were briefed by the liaison officers and subsequently by their mentors during mentoring sessions.
- 4.1.1 16.1% students attended at least 2 DPs in 2012. In spite of this low statistic, 112 students attended the Dairy Farm Adventure Centre DP in November 2012. Other DPs include the Ohana Friendship Camp and a session with Absorbent Mind. These DPs enrich and reward students not only with new knowledge and experience, but important life skills that will benefit them in the long run.
- 5.1.1 80% of students gave positive feedback on developmental programmes. The feedback collated was mostly positive from students, whilst teachers and liaisons officers gave encouraging inputs on the DPs.
- 6.1.1 All YIA participants remained in school.

#### Conclusion

In 2012, the programme welcomed 3 new schools. They include Yishun Primary, First Toa Payoh Secondary and Punggol Secondary School. Volunteer mentors continued to engage students on weekends while Executive Mentors (EM) on weekdays.

However, whilst DPs received positive feedback, it did not manage to garner a high number of participants attending 2 DPs, as it was initially intended.

Initiation sessions were partially successful as well. Schools were supportive to hold the session, but the session did not attract a high number of participants.

Nevertheless, YIA continues to be relevant through annual programme evaluation and feedback from all stakeholders.

As YIA continues to grow, connecting with more partners to deliver the mentoring programme should be considered to increase our outreach as well as to support more MMOs.

#### Recommendations

Initiations sessions were held on Saturdays to involve parents as we adopt a more inclusive approach. This initiative allows the parents to be briefed and to gain a better understanding about the programme. It was hoped that these sessions would foster ties between parents and their child.

However the session clashes with madrasah classes, Mendaki Tuition Scheme (MTS) and family commitments. In 2013, we hope to increase the attendance by conducting a mass initiation for students, parents, mentors and liaison officers. CLF secretariat recommends increasing the number of DPs in 2013 as we received positive feedback from teachers and participants regarding the engagements. This will also cater to the varied needs and interests of YIA participants. By conducting a series of DPs, students will have the opportunity to choose from a list of activities that suits their schedule and meets their interests. At the same time, they will be able to maximize their time during the school holidays.

#### Partners

16 schools consisting of 6 primary Schools and 10 secondary Schools.

#### Primary

Geylang Methodist	
Greenwood	
Macpherson	
Teck Ghee	
Junyuan	
Yishun*	

#### Secondary

Bartley

**Bedok South** 

Bishan Park

First Toa Payoh\*

Loyang

Peicai

Punggol\*

Sembawang

# Springfield

Yuan Ching \*New entrants for 2012.

#### Outreach

Total no. of participants: 678

#### ΜΑΧ ΟυΤ

#### Purpose:

Piloted in 2005 to help Malay/Muslim outof school youths, through academic and character development programmes, Max out aims to

- Enable participants, who have dropped out of school for less than four years, to return to mainstream education
- Empower participants, who have left formal education for more than four years, with relevant skills and job training for gainful employment

#### Target Group

Out-of school youths aged 14 to 19 years old

#### **Programme Design**

- 1. To reach out to 100 out-of-school youths
- To elicit positive reflection from at least 75% participants who attended the 5-day pre-programme camp
- To ensure that participants meet at least 75% of attendance
- 4. To ensure that 85% of participants demonstrate improvements in character

### **Evaluation tool**

- 1.1 Registration list
- 2.1 Pre and Post Camp Questionnaire
- 3.1 Attendance Report
- 4.1 Trainer Observation Report

#### Findings

1.1.1 The programme reached out to 70 students in 2012.

- 2.1.1 Based on the feedback forms, 89% of the participants reported positive reflection after the pre-programme camp in 2012. The objectives of the camp were to equip the youths with a right mindset and attitude, and basing on this statistic, the pre-programme camp proved its importance and usefulness in preparing participants mentally for Max Out.
- 3.1.1 Attendance by the participants remained relatively high up till August 2012. The programme managed to garner an average attendance of 65% in Q4 of 2012.
- 4.1.1 51% of students showed improvements in character through observations during academic engagement time, while 34% did not show any positive or negative changes.

#### Conclusion

In 2012, 13 students sat for the 'N' level examinations and all of them were successful in gaining an entry to Institute of Technical Education (ITE), allowing them to gain NITEC certifications. Currently, of the 13, 1 is in fulltime employment, 1 participant enrolled in a private assistant nursing course, 2 of which will enrol in ITE after serving National Service, and the rest are actively in ITE pursuing the following courses:

- Facilities technology (3)
- · Electronics (1)
- · Office skills (2)
- Mechanical technology (1)
- Chemical processes technology (1)
- Floristry (1)

On top of the above success stories, 9 students sat for the work skills certification in Front-Office skills, with 2 obtaining the full certificate. 1 of them will be sitting for his 'N' level examinations in 2013.

#### Recommendations

With the character development classes now conducted in Jamiyah Business School (JBS), it appears to be more convenient for the students, henceforth, improves the learning environment greatly. There is also an improvement in the take up for ITE courses from the 'N' levels graduates, with the Max Out participants being more aware of the rigours academic landscape.

We recommend for the work skills course to be discontinued, as the OSYs now have a minimum of PSLE qualifications. This will give the OSYs a minimum of secondary school qualifications so as to be able to move on to post-secondary education through 'N' levels. Another recommendation is to have one partner to conduct the character development classes, to further improve on the consistency of the programme

#### Partners

Jamiyah Business School Health Promotion Board Clubilya

# Outreach

Total no. of participants: 70

# INTEGRATED PROGRAMME FOR TEENAGERS

The Integrated Programme for Teenagers, or more commonly known as NUR, was initiated in 2006 to provide a holistic intervention plan for Malay/Muslim teenagers and their parents through:

- NURteensLINE; a telephone helpline whereby youths and/or parents can call to seek help or advice
- NUR Drop-in-Centres; a place for youth to engage in social activities and seek counseling help

#### **Target Group**

**Teenagers and Parents** 

#### **Programme Design**

- 1. To attend to calls and Sms-es through the NURteensLINE
- 2. To manage 60 cases at every NUR Dropin-Centre

#### **Evaluation Tool**

- 1.1 Case Report
- 2.1 Case Report

#### Findings

- 1.1.1 In 2012, NURteensLINE receive 28 calls and 8 SMSes. Main issues include conflict with parents, peer issues and school issues.
- 2.1.1 There were a total of 133 cases managed in 2012. 79% of cases have been resolved, whilst the remaining are carried forward to 2013.

#### Conclusion

In 2012, NUR DICs continued to receive referrals from partner agencies, NURteensLINE and walk-ins. Both DICs and NTL showed continuing downward trend from previous years. NUR facilities were kept operational in 2012, while partners continued to meet to review NUR's function in the current landscape.

# Partners

Ain Society
Al-Falah
Clubilya
AMP @ Pasir Ris
AMP @ Jurong Point
PPIS

#### Outreach

Total no. of participants: 133

#### **Empowerment Programme for Girls**

#### Purpose

The Empowerment Programme for Girls, or more commonly known as EPG, was initiated in 2008 to provide confidence and selfesteem building opportunities to participants through dialogue with women professionals and other development programmes, so that they will:

- Stay in school and complete at least ten years of formal education
- Abstain from undesirable behavior or activity such as premarital sex and substance abuse

#### Target group

Secondary 2 Normal Academic (NA) and Normal Technical (NT) Malay female students

#### **Programme Design**

- To reach out to at least 100 new participants
- 2. To ensure that 75% of participants attend at least 3 activities
- To enable participants to organize and/or be engaged in at least one youth-based project
- To enable 75% of participants to demonstrate improvement in self esteem, outlook on education and character development

### Evaluation tool

- 1.1 Registration form
- 2.1 Attendance Record
- 3.1 Attendance Record
- 4.1 Feedback from Teachers

#### Findings

- 1.1.1 In total, EPG reached out to 375 prospective participants from 12 school. 133 new girls registered in EPG.
- 2.1.1 61% of the girls attended at least 3 activities during the year. This was due to the small number of activities carried out in the year. 9 activities were offered to the girls, which included Learning Festival.
- 3.1.1 In 2012, EPG participants were heavily involved in the following:
- Regular participation in activities carried out
- Attendance taking and following up on programme participants at the respective bus pick up points
- Following up and encouraging other irregular EPG girls to attend activities
- Supporting OIC during activities in areas such as logistics and other administrative matters

- 4.1.1 Feedbacks were derived from dialogue sessions in schools, engagement activities, and small group discussions with the participants and observation during these sessions.
- 100% of the girls understood the importance of education
- 100% of the participants were aware of the available career choices and the steps needed to embark on the career of their choice
- Participants from different schools were also observed to have built good rapport with each other
- A self-esteem survey was carried out and 93% of respondents show positive self esteem and 94% of them displayed positive self-esteem being associated to groups.

#### Recommendation

Outreach efforts improved by 9%, with the total membership at 311. There were a total of 9 activities in 2012, with a slightly lower participation rate. The reason cited was school commitments. Many participants expressed interest in carrying out service learning projects.

CLF Secretariat recommends for a continuous outreach to new schools with high percentages of Malay/Muslim students, for more interest-based activities with regular sessions, and to identify suitable providers to deliver leadership and project management skills to the participants.

#### Outreach

Total no. of participants: 311 girls

progress updates: family development network

#### **Did You Know**

Malays have the highest proportion with below secondary education and postsecondary education (Non tertiary education). They also have the lowest proportion of diploma and University education. Source: Census 2010

 Over one-third of the Malay households have a household income of below \$3000. Based on the Singapore Census of Population 2010, more than 60% of resident households in Singapore live on household income that is lower than the national average of \$8,726, while the national median is \$6,340.
 Source: Census of Population 2010, Statistical

Release 2 (Singapore: Department of Statistics)

 Malays form the largest proportion of the workforce in Public Administration and Education, and the second largest in Transportation and Storage.

Source: Census of Population 2010, Statistical Release 3 (Singapore Department of Statistics)

#### **Objectives of Network**

To reach out to Malay/Muslim familiesin-need, especially those with young dependants, so as to ensure that:

- Their children complete at least ten years of formal education
- At least one of their parents remain employed
- The family finances are maintained with per capita income (PCI) of more than \$450

In order to realize a healthy and fully functioning family.

# ACTION PLAN FOR STRENGTHENING MALAY/MUSLIM FAMILIES

#### Purpose

The Action Plan for Strengthening Malay/ Muslim Families aims to provide an integrated, coordinated and comprehensive assistance to families with multiple difficulties through the following initiatives:

- Enhanced Wrap Around Care
- Community of Practice
- Community Projects
- Core Parenting Skills
- Family Excellence Circles

These initiatives are designed interconnected with the basic tenets of the 'Wrap Around Care' philosophy where families receive a systematic, coordinated and sustainable intervention effort to meet different needs. The 'Wrap Around Care' philosophy enables the Family Development Network to offer holistic and meaningful assistance to familiesin-need and ensure their effectiveness and cultural coherence for the community.

#### **Enhanced Wrap Around Care**

The final evaluation phase of the Wrap Around Care Pilot Project will be completed in the third quarter of 2013 based on the refined Clients Indicators namely Issues, Family Dynamics, Children's Educational & Developmental Needs and Self-reliance. A total of 148 families will be assessed on their progress level and the active cases will be transited into Enhanced Wrap Around Care (eWAC).

#### Recommendations

The recommendation from the evaluation of the Wrap Around Care (WAC) is to have a more structured framework with case consultations from agencies and enhancing the existing collaboration between Community Development Councils (CDCs), FSCs, Mosque Clusters (MUIS) and MENDAKI. Enhanced Wrap Around Care is a team-based and phased-approach framework aimed at CARE and placing an emphasis of action plans, specifically designed and implemented by the team according to the needs of the family. This team of professionals would comprise of social workers from the FSC, Social Assistance Managers from CDC, Social **Development Officers from Mosque Cluster** and a Project Manager from MENDAKI.

EWAC supported the agencies, by aligning clear and specific roles of respective agencies in rendering assistance to the families in need. The seamless process allows the team to convene and deliberate on their intervention plans, leaving the case management aspect to the social worker. The process expedites the delivery of assistance rendered to the families. This will have a direct impact on the families in achieving the state of being resilient.

#### **Case Study**

Based on the case study in 2012 titled 'An Integrated Approach Towards Assisting Malay/Muslim Families', two recommendations were made:

- Evaluate the value-add of the team coordinator
- Evaluate how the modus operandi of the team affects the progress rate of the clients

#### **Case Study Follow-up**

A preliminary evaluation has been conducted for the teams. A final evaluation of eWAC will be conducted from Sept 2013 to Jan 2014 for all the three teams.

#### Partners

North East CDC Tampines FSC

Ang Mo Kio FSC (Sengkang)

North East Mosque Cluster (Darul Ghufran Mosque) North East Mosque Cluster (Al Mawaddah Mosque) Macpherson Moral FSC South East Mosque Cluster (Sallim Mattar Mosque)

South East CDC

#### Outreach

Total no. of participants: 57

#### **COMMUNITY OF PRACTICE**

#### Purpose

The Community of Practice was developed in 2009 to address the high demand for Malay/ Muslim social workers to meet the high proportion of Malay/Muslim cases received at the Family Service Centres (FSCs). Its objectives are as follows:

- To champion social work issues within the Malay/Muslim community
- To create a deeper appreciation of the social work discipline and its significance in tackling the issue of dysfunctional families
- To elevate the profile of Social Work amongst undergraduates and within the Malay/Muslim community

#### **Progress Updates**

In 2012, the following activities were carried out:

- A networking session with NCSS and MSF on 8 May 2012 and SSI on 4 December 2012 to discuss on how CoP could leverage on national resources and also partner national agencies to look into how best to attract more Malay Muslims to take up Social Work
- The committee has met up to discuss on several possible outreach efforts for 2013

#### **COMMUNITY PROJECTS**

The three Community Projects designed to address various issues faced by the community, are:

- Projek Keluarga Teguh by Muhammadiyah
  Welfare Home (MWH)
- Vista Sakinah by PPIS
- In-Care Religious Programme for Malay
  Muslim Inmates by PERGAS
  Note: The progress updates provided for all three
  (3) Community Projects are from their various
  points of inception up till December 2012.

# (i) Projek Keluarga Teguh Purpose

Projek Keluarga Teguh was initiated in October 2008 and aims to:

 To serve as an extension of services to other family members of 25 Muhammadiyah Welfare Home residents through intensive case management and developmental/enrichment programme

#### **Progress Updates**

The pilot phase ended in Dec 2011. FDN continued working closely with Muhammadiyah Welfare Home on the expansion of PKT. As part of the expansion of the programme, several aspects of the programme was reviewed and enhanced while new components were adopted. The new proposal will commence in April 2013.

#### Refinement of entry criteria

Families selected for the project would meet at least two of the following:

- a) Residents who have stayed in the Home, at least 6 – 12 months before being discharged from the Home
- b) Families with at least one younger sibling who is of school-going age but is not in school or has yet to complete the basic 10 years of education
- c) Families with at least one child who has started to show sign of delinquency
- Families with per capita income of \$450 or less

#### Refinement of programme components

- a) A religious component will be incorporated
- b) Mass sessions conducted during the 3-year pilot would be substituted by a greater focus on individual casework and counseling

# Increase in the number of youths and families

- a) To allow for MWH to cater to a larger population of its residents, it is proposed that the project will run on an annual basis, with the incorporation of 20 new families each year and the discharge of 15 families each year between 2013 and 2017
- b) To ensure that these families continue to be handheld and monitored beyond the 1 year duration of the project, MWH partner will partner Yayasan Mendaki in operationalizing the Wrap Around Care (WAC) for these families

#### Additional manpower

Two additional Assistant Social Workers would be employed to ensure a more tenable resource model for MWH to operationalize the project while enhancing its efforts to build professional capacity within the community in working with youths within the residential setting

# Partner

Muhammadiyah Welfare Home

#### Outreach

10 families

# (ii) Vista Sakinah

#### Purpose

Vista Sakinah was introduced in September 2009 with the aim:

To expand the Remarriages and Step Families programme, in order to reach out to 600 Muslim remarriages and step families by 2011 through orientation sessions, Projek Memupuk Kasih, Step Parenting Workshop, Marriage Enrichment courses, support group for step parents and workshop for children living with step families

#### Programme Design

- 700 couples registered for premarital counseling
- 55% of couples registered for marriage preparation course
- Couples completed marriage preparation course

#### Findings

 592 couples registered for premarital counseling

- 342 couples registered for marriage prep course
- 315 couples completed marriage preparation course

#### **Case Study**

The case study titled "Keep-In-Touch" project aims to follow through with clients who had gone through its Remarriage Preparation Course\*.

The objectives of the case study are to:

- Provided a baseline of the marital outcomes of remarrying couples 2-3years into their marriage.
- Act as an effort to reach out to the families to invite them to support services via the Centre so as to link them up with other stepfamilies in the community, thereby strengthening their social support networks.

#### **Case Study Follow-up**

Majority of the couples called were in the formative phases of family development. Most indicated that they were about to have their first mutual child in the stepfamily or already had one. Most couples also indicated that they were adjusting well to the remarriage. Although the regular spousal disagreements do occur, these were by and large manageable and could be resolved. Most couples cited their ability to communicate, discuss or 'talk things out' as a key ingredient to resolving disagreements. The bulk of concerns revolved around stepfamily related concerns (44%). These included continued challenges pertaining to custody and access of children from previous marriages, maintenance from ex-spouses or the giving of maintenance to ex-spouses, and estranged relations between stepparent and stepchildren.

About a quarter of concerns (26%) revolved around practical issues with accommodation and finances being the two most pressing concerns. These were couples who were still struggling to obtain their own flat (due to various policy or financial restrictions to purchase) and who were subsequently renting in the private market, or staying at relatives and friends' homes. The challenge to establish a stable family environment is greatest for this group of respondents. Of those who expressed financial concerns, they were those who had been recently laid off work or who could not secure a more stable job.

Marital concerns (16%) involved struggles to resolve spousal conflicts, unmet expectations and non-fulfillment of duties constituted the third most cited concerns amongst couples in their 2nd -3rd year of marriage. Of the 260 couples who were engaged in the study,18 couples sought further private consultations with counsellors and 183 couples wished to be kept in the loop or were keen to sign up for the Centre's enrichment services. 59 were not interested in either.

### Partner

PPIS

# (iii) In-Care Religious Programme

### Purpose

Muslim Intensive Life-Skills Programme was introduced in October 2008 with the aim:

 To ensure that Malay Muslim inmates receive in-care programmes that inculcate a strong foundation based on Islamic tenets and a set of life skills to assist them in assimilating and reintegrating into society upon release

#### **Programme Design**

- Phase I: Development of curriculum based on MUIS' Adult Learning Model & Training of Asatizahs (July 2009 – August 2010)
- Phase II: Implementation of a three-phased programme (September 2010 – July 2012)
  - Islamic Worldview (Tasawwur Islam)
  - Spiritual & Lifeskills
  - Building Resilience & Preparedness
- Phase III : Evaluation (Aug 2012 Feb 2013)

#### **Progress Updates of 2012**

In 2012, the "Spiritual & Life Skills' phase transit into the "Pre-release' phase, accompanied with the third and final component ", Building Resilience & Preparedness' which will end in July 2012. As of September 2012, all inmates had been released. PERGAS had taken the initiatives to continue to keep in touch with the ex-inmates by developing their own after-care programme. In late 2012, PERGAS began discussions with Singapore Prisons Service over the expansion of the programme to benefit more inmates.

#### Partner

PERGAS

# **Outreach** Total no. of participants: 32 inmates

### CORE PARENTING SKILLS

#### Purpose

The programme, introduced in 2008 aims to:

- Equip parents with the necessary parenting skills so that they would be more effective primary educators in developing their children holistically. In order to realize the aim of the programme, the following initiatives were adopted:
  - Education Seminar Series
  - Program Bijak Belanja or Financial Literacy Programme
  - Strengthening Families Series

#### EDUCATION SEMINAR SERIES

#### Purpose

- i) Education Seminar Series was introduced in 2008, aims to:
  - Create awareness on the changing landscape and the alternative pathways for:
    - Parents with pre-school and primary school children
    - Parents with children sitting for PSLE and secondary school education

#### **Programme Design**

- 1. To reach out to 200 participants per seminar
- To receive positive feedback from at least 85% participants

#### Findings

- A total of 650 participants attended the two seminars which were conducted in January and March 2012
- 99% of the participants rated the seminars as good or excellent overall
- 99% rated the seminars as meeting or exceeding their expectations
- 97% rated the speakers as knowledgeable whilst 99% agree that the speakers were engaging

#### Recommendation

The Education Seminar allows for outreach and information dissemination to parents and students. Based on participants' feedback, the Education Seminar Series should continue as they provide parents with opportunities to seek information and clarity on education related matters.

It is also recommended that more such seminars be held for other groups of students as well as other topics of relevance to the academic performance of students.

#### Partner

Ministry Of Education

# **Outreach** Total no. of participants: 200

#### **PROGRAM BIJAK BELANJA**

#### Purpose

- ii) Program Bijak Belanja was established in 2008 and aims to:
- Create an awareness and understanding of the importance of financial literacy and management and to enable participants to apply the knowledge and skills learnt to their daily lives through:
  - One (1) core module on Financial Literacy and
  - Three (3) electives on 'Lifestyle', 'HomeOwnership'and'CreditandDebt Management'

#### **Programme Design**

 To reach out to 50 participants per core module and 30 participants per elective module

- A total of 19 Core modules and 68 Elective modules were conducted for the year.
- These include sessions organized by the partners and those organized for the parents of ETF recipients.
- Through the average rate of participant exceeded the target of 50 participants per Core module and 30 participants per elective module, a few partners face challenges in getting active participants from their client list. They were then supported by the network to ensure maximization of resources.

#### Recommendation

A greater network of partners needs to be established so as to widen further the outreach to our community. It is recommended that continuous engagement with potential partners be carried out so as to provide more opportunities to market the programme.

It is recommended that a review of the core module be carried out as the socio-economic landscape changes and the basic financial literacy needs of the community changes. There is also a strong need to develop a module that targets the young couples as an upstream effort to ensure their financial stability and resiliency.

Most of the workshop participants rated the sessions highly. To ensure that the topics remain relevant and to inculcate the habit of lifelong learning, the network will continue to ensure that new modules are introduced each year.

**Masjid Tentera** 

Masjid Khalid

Progress Class Society

Masjid Darussalam

#### Partners

South East CDC Bukit Batok Central CC Bukit Batok East CC Ci Yuan CC

Bukit Panjang CC

#### Outreach

Total no. of participants: 3874

### STRENGTHENING FAMILIES SERIES

#### Purpose

 (i) Strengthening Families Series, established in 2009, aims to create greater understanding on effective family functioning through:

Session 1: Setting Goals and Boundaries Session 2: Physical, Emotional and Spiritual Well-being

Session 3: Understanding Life Stages of an Individual

#### **Programme Design**

- To reach out to 30 participants for e every run (consisting of 3 sessions)
- To receive positive feedback from 85% of participants

- There were 11 completed runs of the Core module which consisted of three 3-hr sessions.
- Based on the feedback from partner agencies and the trainers in 2011, the minimum number of participants per session was reduced to 30.
- In all, 240 participants attended at least one session of the 3 sessions Core module. Slightly below target of 330. All core modules were partner-run.
- The elective modules were introduced this year in October. A total of 361 participants attended for the period of October to December 2012. All the sessions were attended by parents of ETF recipients.
- At least 85% of participants rated the workshops as good or very good.

 87% found the tips useful with at least
 90% rating the workshops as meeting or exceeding their expectations.

#### Recommendation

The minimum number of participants for the Core Module was reduced from 50 to 30 in response to feedback from participants, partners and trainers in 2011. The review was welcomed by the partner agencies. However it was still a challenge to ensure that all participants attend all three modules. The most common and frequent reason cited was a clash of schedule with work commitment. A few partners had challenges in reaching out to participants

The Core Module was introduced in late 2009. In line with the ever changing landscape and to ensure relevance, it is recommended that the Core Module be reviewed. There is also a need to review the delivery in terms of the number of sessions.

It is also recommended that the network actively engage its current and potential partners in identifying areas or topics that are and will be in demand so as to meet the needs of the community.

#### Partners

**Northwest CDC** Bukit Batok East CC

Ang Mo Kio FSC Ace the Place CC MUIS Al- Mawaddah Mosque Tentera Mosque Progress Class Society

# Outreach

Total no. of participants: 601

### FAMILY EXCELLENCE CIRCLES

#### Purpose

Family Excellence Circles was implemented in 2005 and aims to:

- Provide a social support network for parents to connect and interact with one another. Such interactions would help to facilitate the exchange of ideas and the sharing of best practices in coping with the everyday challenges of parenthood
- Empower these parents with the knowledge to tackle familial issues and to enhance their family resilience

#### **Programme Design**

- To complete 6 Group Support Sessions,
  2 Bonding Sessions and 4 Learning Journeys for a period of a year
- To demonstrate awareness of lifelong learning and gain at least 2 new skills/ knowledge

- In total, the CLF partners and YM managed groups have completed 65 Group Support Sessions, 26 Bonding Sessions and 61 Learning Journeys.
- In effect to capture the awareness of lifelong learning and gaining of at least
   2 new skills and knowledge, we have conducted 2 Focus Group Discussions with Evolusi and Sinar Harapan as they have members within their group who have participated in FEC since 2005.

- Members believed that lifelong learning is:
  - A vital tool to increase knowledge
  - Contributes towards workers to remain employed and be part of the contributing individuals
  - To be abreast of the changing landscape and environment, locally and globally

#### **Case Study**

The case study titled 'A Members perception on benefits of FEC and programme improvement', the emphasis was on three aspects:

- Programme Redesign
- Training Framework
- Replication of FEC by geographical boundaries

#### **Case Study Follow-up**

As part of the programme redesign, a new initiative was to introduce the observation session. The observation session serve as a monitoring tool to assess the delivery of the trainer and the members' participation. Another aspect considered was to review the programme funding amount to partners. The programme funding provided to partners will now be inclusive based on per capita funding per member or capped funding per group.

The Resiliency Kit will be redesigned as part of the programme structure to be more concise and relevant to the facilitators. The revised structure will enable the facilitator to guide the training of their members towards becoming resilient families. The proposed structure will consist of 3 modular formats to include the following:

- Introduction to an informal support
  network and process facilitation skills
- Programme planning and management skills
- Monitoring and Tracking Process

As the participation of FEC groups grew over the years, we gathered that the concentration of the geographical boundaries that they are residing is lesser in the North East region compared to the other regions. Moving forward, the network plans to expand the geographical boundaries of FEC according to the CDC zones.

#### Partners

#### **Ain Society**

United Indian Muslim Association

Ace the Place Community Centre Muhajirin Mosque

Assyakirin Mosque

Muslim Kidney Action Association Yavasan MENDAKI

#### Singapore Kadayanallur Muslim League

Singapore Islamic Scholars and Religious Teachers Association Bedok Green Primary School Muhammadiyah Welfare Home Arab Association (Al-Wehda) Malay Youth Literary Association

#### Outreach

Total no. of participants: 466 members

# progress updates: employability network

#### **Did You Know**

- Preliminary estimates show that total employment grew by 33, 700 in the second quarter of 2013. The gains were higher than the 28, 900 in the preceding quarter and 31,700 in the same quarter last year.
- Amid weaker economic conditions, the overall unemployment rate increased from a seasonally adjusted 1.9% in March 2013 to 2.1% in June 2013. Over the same period, the unemployment rate for residents rose from 2.8% to 2.9%. The low levels of unemployment rate are always welcoming, but a continuous increase of unemployment rate is still a cause for concern. Source: Ministry of Manpower

#### **Objectives of Network**

- To facilitate jobseeker's entry into the workforce
- To provide timely opportunities for continuous skills training and development to ensure workers remain employable
- To provide job opportunities for those with specials needs or unique skills through enterprising endeavors

#### **Programmes for Evaluation**

- Move Into
- Move Up
- Move Between
- Move Across

#### **MOVE INTO**

Definition: Unemployed individuals find gainful employment

#### Purpose

The programme, initiated in 2010, aims to better track the unemployed into the workforce. It is also used to identify the various industries for new entrants as well as the emerging industries that provide high number of job positions.

#### Target group

- An individual who is not in employment when registering for services with SENSE
- Long term unemployed (LTU)
- Back to Work Women

#### **Programme Design**

- To reach out to 1700 jobseekers
- To achieve 600 job placements

#### **Evaluation tool**

- Letter from employers
- Survey conducted on workers and/or their employers

- Reached out to 2154 long term unemployed (LTU) of which 354 are Backto-Work Women
- 1,064 job placements achieved in 2012, equivalent to 50% of the number of jobseekers

- Ensured that all employers pay a starting salary of at least \$1000
- Qualified and skilled workers are getting better salaries with better economy

#### Conclusion

In spite of the volatile economic conditions, Singapore's economy continues to showcase a positive outlook with high employment growth and low unemployment rate.

However, job competition remains high. The continuous presence of foreign workers and stringent criteria set by employers hinders the process of job placement. Hence, the network stepped up and was determined to achieve a high placement rate.

Back-to-Work Women seminars, Project Spark, and Project Step Out graduation were some of the initiatives the network took to increase the employability of LTUs and develop a sense of awareness and understanding of getting a job placement in this job market.

The Network's achievement in 2012 is notable, as it managed to place almost half of the jobseekers through various Job placement Exercises.

#### Recommendations

The CLF Secretariat recommends continuing with the program. The Network should highlight to jobseekers the importance of training and upgrading, the current economic climate and job market, whilst at the same time continue to develop and implement training programmes aimed at improving the skills of the jobseekers. This will enable the LTUs to better their chances of getting employment.

#### Partners

Singapore Workforce Development Agency	Almukminin Mosque
Temasek Cares	Al-KhairMosque
Infocomm Authority of Singapore (IDA)	Ar-RaudhahMosque
Singapore Media Acedemy	AssyakirinMosque
CG Protégé Animation School	Darussalam Mosque
Singapore Institute of Material Management	Hang Jebat Mosque
Shatec Institute	Hussain Sulaiman Mosque
CerealTech School of Baking Technology	Hasanah Mosque
Lithan Hall	Tentera Di Raja
Education Centre	Mosque
Al'Firdaus Mosque	Pusara Aman
	Mosque
Ahmad Mosque	Pulau Bukom
	Mosque

#### Outreach

2154 participants from various employment activities

### **MOVE UP**

Definition: Move UP within a company. Worker gets promoted or get into a bigger job role.

#### Purpose

The programme, initiated in 2010, aims to:

- Better track workers movement in their employment. It is also used as a programme evaluation platform to identify the effectiveness of the training programmes that they have attended and their impact on the workers' performance.
- Transit workers into PMETs through training: SENSE facilitates Skills Development Fund (SDF) for workers who take up skills upgrading courses through the Surrogate Employer Programme (SEP). This programme provides an avenue for workers who could not get company's support, to gain access to SDF in defraying part of the cost of pursuing skills upgrading courses to move up in their career. Through SENSE's facilitation of the SDF, and collaborations with our network of training providers, workers have been able to upgrade their skill sets to take up supervisory roles and transit to the role of PMETs.
- Engage with Continuing Education and Training Centers: To supplement basic training in soft skills, SENSE engages other CET centers to tap on the functional training programme for specific skill sets. This enables the workers to take up diploma courses and move up in their industry.

Organize seminars and workshops for PMETs: Apart from skills upgrading courses, SENSE also engages PMETs through talks and workshops that are targeted to their personal and professional development.

#### Target group

Experienced rank and file workers aspiring to be supervisors

#### **Programme Design**

To track trainees' progress in their jobs in terms of experienced better performance at work, promotion, salary increments, supervisory role and bigger job scope.

#### **Evaluation Tool**

- Training places granted
- Promotion or extraordinary increment is the outcome measured

#### Findings

- 4,890 training places granted of at least supervisory level courses
- 56% conversion rate

#### Conclusion

In order to achieve a high number of training places, the Network introduced a couple of programmes to heighten the prospects of employability for this group of workers. Basing on this, Career Readiness and Continuing Education and Training (CET) programmes were introduced, and designed to meet the needs of the workers.

Tracking of the performance of the employed trainees after they have attended skills training is a crucial to measure the effectiveness of the training programmes as well as to track their progress.

#### Recommendations

The CLF Secretariat recommends continuing with Move Up programme to assist workers to uplift their opportunities for better employment prospects.

The Network Secretariat proposes to develop partnerships with agencies like WDA and other training centers in order to have a wider selection of training courses pertaining to leadership and management. Coaching lessons and leadership mentoring will be expanded to be able to provide portfolio building for such workers who are already doing supervisory tasks.

#### Partners

Singapore Workforce Development Agency	Almukminin Mosque
Temasek Cares	Al-KhairMosque
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Shatec Institute	Hussain Sulaiman Mosque
CerealTech School of Baking Technology	Hasanah Mosque
Lithan Hall Education Centre	Tentera Di Raja Mosque
Al'Firdaus Mosque	Pusara Aman Mosque
Ahmad Mosque	Pulau Bukom

#### Outreach

25,000 workers from 319 outreach activities, of which 10% are aspiring Professional, Managers and Executives (PMEs)

Mosque

# MOVE BETWEEN AND MOVE ACROSS

Definition: Move Between companies in an industry

Worker finds new job within same industry such as in the case to avoid retrenchment

Definition: Move Across to another industry

Worker finds new job in a different industry, such as in case of growing industry to seize new opportunities.

#### Purpose

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The programme, initiated in 2010, aims to:

- Provide Career Coaching: Early 2011, SENSE launched its Career Coaching programme. Targeting mainly at lowskilled workers, the aim of the Career Coaching is to provide consultancy services in drawing out career pathways and identifying skill gaps that impedes the pathways, and mapping the gaps to the training programmes. This is done through leveraging on the various government initiatives like the Workfare Training Support (WTS) and training grants available. To date, we have 10 Career Coaches that are able to jobseekers and workers who seek to level up in their career, or do a career switch for better employment prospects.
- Build resilience of rank and file workers through Surrogate Employer and Skills Development Fund The Surrogate Employer programme also facilitates a large portion of SDF for rank and file

workers to level up their skills and build their resilience in the volatile economy. With emerging economies come new skill sets, and acquiring this allow workers to move between sunset industries to sunrise industries that has potential for growth. Training for this category ranges from various industries like pre-school, logistics and manufacturing, construction and safety, IT, business management and so on.

Offer Contract and Casual Workers programme (CCW): Amidst assisting the LTUs and BWWs, there rose another trend of employment – the contract and casual employment. While some CCWs are consultants and professionals who survive by contracting their skills and expertise, it is the group of low-skilled hence low wage CCWs that is of emerging Most of the contractual concern. working agreements for the low skilled workers do not have provision for CPF contribution and hence they lose out on the various national initiatives on top of their constant susceptibility to structural displacements during economic crisis.

#### Target group

- Low wage workers
- Contract and casual workers

#### **Programme Design**

To track trainees' progress in their jobs in terms of:

- Moving between companies
- Moving across to another industry

#### **Evaluation tool**

- Assist contract and casual workers and low wage workers to get permanent jobs with CPF contribution
- Job retention is the outcome measured

#### Findings

Through surrogate employer programmers and WSQ programmes, the Network has achieved 6,287 training places

#### Conclusion

Casual and Contract Workers (CCWs) remain to be one of the most challenging group of workers to engage for training, due to nature of their work. In spite of this, it is essential to track the movements of our workers to identify the sectors they are in and what drives them to switch industries and companies. A CRM tracking system was devised to assist the Network on this particular area.

Amongst the programmes tailored for this group of workers include Career Coaching, One-to-One career guidance, Functional Skills Training.

Most importantly, CCWs and LWWS must stay in their jobs, get better prospects and remain relevant by possessing updated skills.

#### Recommendations

The CLF Secretariat recommends continuing adopting the Move Between and Move Across to assist workers to uplift their opportunities for better employment prospects. The programme will continue to engage CCWs in the importance of skills upgrading for stable employment.

#### Partners

Singapore Workforce Development Agency

Temasek Cares Infocomm Authority of Singapore (IDA) Singapore Media Acedemy CG Protégé Animation School Singapore Institute of Material Management Shatec Institute

CerealTech School o Baking Technology Lithan Hall Education Centre Al'Firdaus Mosque

Ahmad Mosque

Almukminin Mosque

Al-Khair Mosque Ar-Raudhah Mosque

AssyakirinMosque

Darussalam Mosque

Hang Jebat Mosque

Hussain Sulaiman Mosque Hasanah Mosque

Tentera Di Raja Mosque Pusara Aman Mosque Pulau Bukom Mosque

#### Outreach

25,000 workers from 319 outreach activities, of which 54.2% are CCWs.

# clf labs

CLF-LABS is an extension of the current CLF partnership structure and is adopted from a recommendation made by members of the CLF 2010 Forward Planning Exercise with an aim to "carve out an avenue where fresh ideas are incubated and tested as part of the next phase of enhancing community foundations." It is also aimed at extending CLF partnership to Youth-Led organizations and non-formalised groups. In the spirit of developing an enterprise-driven youth, CLF LABS is an initiative that allows fresh ideas with new perspectives to emerge, to be developed and piloted that will contribute to the Malay/Muslim Community's continued progression. CLF LABS is also a platform for youth in organizations to adopt the concept of intrapreneurship, where youth, as employees, are given the opportunity to explore and create new business activities for the organisation they work in.

CLF LABS awards seed-funding to aspiring youths aged 18-35 years old, who may need a platform to test out their innovative ideas. Over the years, CLF LABS has received various project proposals and awarded applicants with grants to kickstart their projects with the objective of enhancing the community's foundations.

To effectively direct its efforts towards achieving its stated goals, CLF LABS looks at three main areas of focus: harnessing youth as energy, cultivating niche constellations of expertise and enhancing community foundation. With this guiding focus, the Steering Committee is poised to forge ahead to impact even more youth initiatives over the coming years. Moving ahead, plans for the next two years include collaborations with The Hub Singapore, revising the project proposal template for ease of understanding, revamping the CLF LABS website and Facebook page, and continue further outreach to IHLs and youth interest groups.

# Clf labs projects funded in 2013





1. THE KAIZAN PROJECT: A DANCE RESIDENCY PROGRAMME DECEMBER 2012 – DECEMBER 2013

The Kaizan Project is a one-year dance residency program aimed at youths between the ages of 20 to 30 who are interested in developingtheir dancing skills. Participants are split into two groups who attendtraining Indonesian under two renowned choreographers, Pak EryMefry (Nan Jombang, Padang) and Pak Sylvester Pamardi (Indonesia Arts Institute, Surakarta). The objective of The Kaizan Project is to bring together the different Singapore Malay dance groups, and foster collaboration amongst them, which will then fuel the exchange of ideas and skills among the various groups. The project also generates more collaborative works across multiple platforms within and outside of Singapore and is not only limited to the Malay dance form.



# 2. NTUMS - 48 HOURS LAUNCH AID 2 TO 3 MARCH 2013

48 Hours Launch Aid was a 2-day entrepreneurship workshop organised by

the NTU Muslim Society (NTUMS) Business Sub-Committee. Targeted at Malay/Muslim youths, the workshop aimed to train and expose these youths to the critical skills required to be successful entrepreneurs. The workshop was conducted by Mr Khairu Rejal from the Nanyang Technopreneurship Centre, who is also the founder of Majulah Community. Majulah Community is a nonprofit organisation that aims to improve the social capital of the Singapore Malay community. The event met with great success as youths from various backgrounds attended and benefitted from the 2-day workshop.

Participants reported their satisfaction with the delivery of the programme's content and organisation. They also expressed their interest to participate in future events organised by the project team.



# 3. NADI SINGAPURA: JOURNEY OF THE PULSE 25 APRIL 2013

NADI Singapura is a youth-based percussion group led by renowned percussionists Yaziz Hassan and Riduan Zalani. This performance, Journey of The Pulse, presented an interactive percussive experience, offering a diametric response to the conventional styles of music and presentation hailing from the Malay Archipelago, past and present. The project also incorporated other art forms such as the visual arts, performance installations, dance and movement choreography, theatre and poetry in which NADI defines their vision. Directed by Yaziz Hassan and Riduan Zalani, and co-produced by Siraj Aziz,NADI Singapura believes in uplifting their traditional drums and rhythms like none other while maximizing the potential of the art and themselves as an ensemble to the fullest while spreading the idea of exploration in these almost forgotten mediums.

The performance received great reviews from the audience as they were treated to a different viewing experience with regards to the use of Malay percussions. NADI Singapura plans to hold similar events in future to create more public awareness about this form of musical arts.

# 4. PROJECT SCRIBE MARCH – DECEMBER 2013

Project Scribe was conceptualised initially as a response to the Not-In-My-Backyard (NIMBY) phenomena in Singapore. The project aimed at increasing the number of quality institutionalised interactions between the elderly (in general) and youths. It was crystallised as a competition for JC students to research about Singapore history based on the oral histories of the elderly at a Senior Activities Centre. The students were guided a range of skills including researching, interviewing skills and video-making.

The project is still ongoing and reviews from the students will be collated at the end of the programme in December.





# 5. FORSYT-PCS: FINANCIAL LITERACY 101 FOR KIDS MAY –OCTOBER 2013

Co-organised by the Progress Class Society (PCS) and Forsyt, the project aimed at educating and equipping primary school students (Primary 4 to 6) from low-income families with basic financial literacy knowledge. Kids-friendly workshops were organised over three weekends, each one lasting 3 hours. To facilitate the students' learning, a customized financial literacy resource kit and manipulatives were created for the workshops. This project also provided an avenue for Youth Volunteers from Progress Class Society to interact and bond with young children through fun games and hands-on activities.



# 6. URBANE ACADEMY @ MUHAJIRIN MOSQUE JULY 2013

This collaborative pilot project between the Urbane Academy and Muhajirin Mosque aimed at providing a structured after-school programme facilitated by youth mentors for 11 to 14 year old male students. The programme encompassed spiritual, recreation and academic activities with an objective to foster a more holistic development for the participants. The programme ran for three days a week for a period of one month in July 2013.

Urbane Academy plans to continue the partnership with Muhajirin Mosque in running the programme. They plan to reach out to more students from the neighbourhood schools and housing estates in Braddell to attend the after-school programme.



# Hassan & Gratal 'lari' ke Perpustakaan Awam Geylang East

CERITA dongeng Hansel & Gretel yang popular dalam kalangan kanak-kanak, akan dipersembahkan dalam versi Melayu di Perpustakaan Awam Geylang East pada Sabtu ini.

Pementasan yang diberi nama Hassan & Gratal (kiri) itu dipersembahkan oleh Variasi Performing Arts sempena program Cilik Berseni 2013.

Ditulis oleh Cik Sarifah Ibrahim, ia mengisahkan sepasang adik-beradik yang melarikan diri dari rumah kerana bosan dengan makanan yang selalu disajikan ibu mereka. Malangnya mereka tersesat di dalam hutan dan ditangkap oleh nenek kebayan.

Acara disokong oleh Majlis Seni Kebangsaan, Jawatankuasa Promosi Pembelajaran Bahasa Melayu (MLLPC) dan CLF Labs – Yayasan Mendaki.

Turut naik ke pentas kelak ialah 20 pelajar yang menyertai program Cilik Berseni, dengan membuat persembahan angklung yang diketuai pemimpin Orkestra Muzik Melayu (OMS), Encik Jais Minsawi.

Menurut Kumpulan Pengarah Cilik Berseni, Cik Raja Siti Nurhudah, pelajar tersebut telah dilatih pelbagai asas seni teater termasuk lakonan, tarian dan muzik, selain sastera.

Mereka mengambil masa selama selama empat bulan mempersiapkan diri bagi pementasan Cilik Berseni ini.

Pementasan akan berlangsung dari 4 hingga 6 petang di Dewan Merpati perpustakaan tersebut. Masuk percuma.

# 7. VARIASI PERFORMING ARTS – HASSAN & GRATAL 5 OCTOBER 2013

Utilising Creative Interactive Play (CIP), Variasi Performing Arts put up a play based on the classic children's story, "Hansel and Gretel". Hassan & Gratal tells a story of two siblings who ran away from home because they were sick of the food prepared by their mother. To prepare for the production, 20 students aged 7 to 14 attended intensive workshops and



trainings; such as Speech and Drama classes, introduction to Folk Songs and also a Malay Language Programme. These students even created their own props, stage settings and costumes for the play.In addition, the play also involved elements of traditional Malay music and dance.

Variasi Performing Arts intends to create more children plays to showcase at other public libraries for the viewing pleasure of our younger generation. NUS SOCIETY OF SOCIAL WORK STUDENTS PRESENTS



#### 11-12 OCTOBER 2013 DRAMA CENTRE BLACKBOX NATIONAL LIBRARY BUILDING



# 8. NUS SOCIETY OF SOCIAL WORK STUDENTS – PROJECT PLAY 11 - 12 OCTOBER 2013

The Society of Social Work Students (SSWS) has adopted Project PLAY as one of its projects to raise public awareness & understanding about the hidden poor as well as to reduce the stigmatisation of the poor in Singapore. The team recognises that the pertinent need for Singaporeans to understand that poverty in Singapore is hidden and these families have different circumstances which, despite their efforts, deter them from breaking out of this poverty cycle.It is their belief that help can be given to these families by first changing the perspective of Singaporeans through this stage production.



9. PSYCHIATRIC REHABILITATION BY CLUB HEAL AUG 2013 – 2014

This project aims to assist and empower persons with psychiatric disabilities to regain confidence in themselves and others towards recovery and community reintegration. Through Club HEAL, participants will gain knowledge on their illness and how to manage them better. Also, participants will develop communication and stress management skills, widen their network of support system and friends, and also reduce their relapse rates and re-admission into hospital. Participants will be exposed to programmes such as art therapy, medication management and support group sessions.
## directory of partners













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VWO & OTHER	Organisation	: Pertapis
8 8	Address	: Blk 1 Joo Chiat Road #04-1001 S(420001)
Ň	Contact Number CLF Programme(s)	: 67453969/ 68422803 : Sheltered Home for Pregnant Girls

A W P. W P & Y P





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