

QUESTIONS AND ANSWERS

General

1. Why is the pilot targeting students who leave ITE prematurely?

The pilot targets students who leave ITE prematurely as these youths may lack support and guidance after leaving the education system. Some of these youths may also have difficulty deciding what to do next. Others may lack family support or positive adult figures to guide them. By proactively reaching out to these youths, we aim to provide early support and help them gain access to positive role models who can link them to resources within the community. The mentor will also help facilitate these youths in exploring their interests and career options, and guide them as they pursue and achieve their goals.

2. How does this differ from the various existing mentoring initiatives within the community?

Beyond aiming to guide and instil life skills for at-risk youths, this pilot involves specifically matching mentees with mentors from industries that mentees indicate interest in. Where possible, mentors will also facilitate internships and job placements for mentees.

3. Are there plans to scale up this pilot subsequently, such as working with other schools?

We will assess the effectiveness and scalability of the pilot towards the end of 2023 before deciding on next steps.

4. How many youths and mentors have registered for the programme?

Our outreach efforts to youths and mentors are still ongoing. To date, we have recruited 14 mentors and 6 mentees. We are reaching out to youths and mentors through ITE and our community and industry partners. We also urge professionals who want to give back to society and make a difference in vulnerable youth's lives, to step forward and volunteer as industry mentors. Interested individuals may sign up at the CAMP website (<https://www.trybe.org/camp/>).

Mentors

5. What is the typical profile of an industry mentor that the programme is looking for?

We are seeking mentors who are professionals from industries of youths' choice. Some examples include chemical technology, pharmaceutical, automotive, food and beverage, social services and animal husbandry.

Preferably, mentors are at mid-management level and have about five years of experience in their specific sector. This is so that mentors can share useful life and career experiences with youth. Where possible, mentors can also facilitate internships and job placements for mentees.

Information sharing sessions will be organised for interested mentors, following which mentors will attend a selection process to assess their suitability.

6. How is MSF reaching out to potential industry mentors?

We have reached out to ITE alumni, corporate partners and MSF volunteers to recruit the mentors. For example, we have been holding information sharing sessions about our mentoring programme with our stakeholders to spread awareness and interest. We also urge professionals who want to pay back to society and make a difference in vulnerable youth's lives, to step forward and volunteer as industry mentors. Interested individuals may sign up at the CAMP website (<https://www.trybe.org/camp/>).

7. What is the minimum commitment for mentors? How often will they meet youths?

Youths will be matched to mentors for at least six months and extended up to twelve months if needed. They will meet monthly.

8. Will mentors receive any training?

Mentors will be invited to attend training sessions to equip them with useful skills to work with youths, such as youth engagement, coaching strategies, and youth mental health.

Mentees

9. How is MSF reaching out to the youths?

We are reaching out to them primarily via ITE. We have reached out to the teaching faculty at the ITE colleges to raise awareness of the programme and have also sent information to youths who have left the ITE system.

10. How will MSF ensure youths commit to participating in the programme?

MSF will monitor programme attendance, and frequency of meet-ups between mentors and youths, and respond quickly if youths have challenges participating.

11. What are some of the industries of interest that youths have expressed interest in?

These industries include chemical technology, pharmaceutical, automotive, food and beverage, social services and animal husbandry.

12. What about youths who are interested in more than one industry?

Each youth will be paired with one mentor from the industry of their interest at the start. Where it is helpful, we can consider matching additional mentors.

13. What if there are no mentors from a youth's industry of interest?

We are always reaching out to more industry professionals. Nevertheless, if such a situation occurs, we will match the youth with a mentor from an industry closest to their industries of choice.

Recruitment of Mentors and Mentees

14. How can interested participants sign up for this programme?

Interested youths and mentors can sign up through our mentoring programme pilot website <https://www.trybe.org/camp/>