

7 June 2024  
SHINE Children and Youth Services

Third Singapore Social  
Work Practice Research  
Conference

Presented by:  
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Adrian Tan



# EMPOWERING FUTURES

The Daisy Phay Foundation - SHINE  
Scholarship and Mentoring  
Programme



I Introduction to SHINE & Daisy Phay Foundation

II The Daisy Phay Scholarship

III Mentoring

IV Implications for Future Practice & Research

# SHINE Children and Youth Services

Registered in 1976, Social Service Agency with IPC status

## Mission & Vision

To be a leading social work organisation in enabling children and youths to maximise their potential

## SHINE Centres

HOUGANG

CLEMENTI

YISHUN

TIONG BAHRU

## Specialisation



Social Work & Educational Psychology Services under one roof

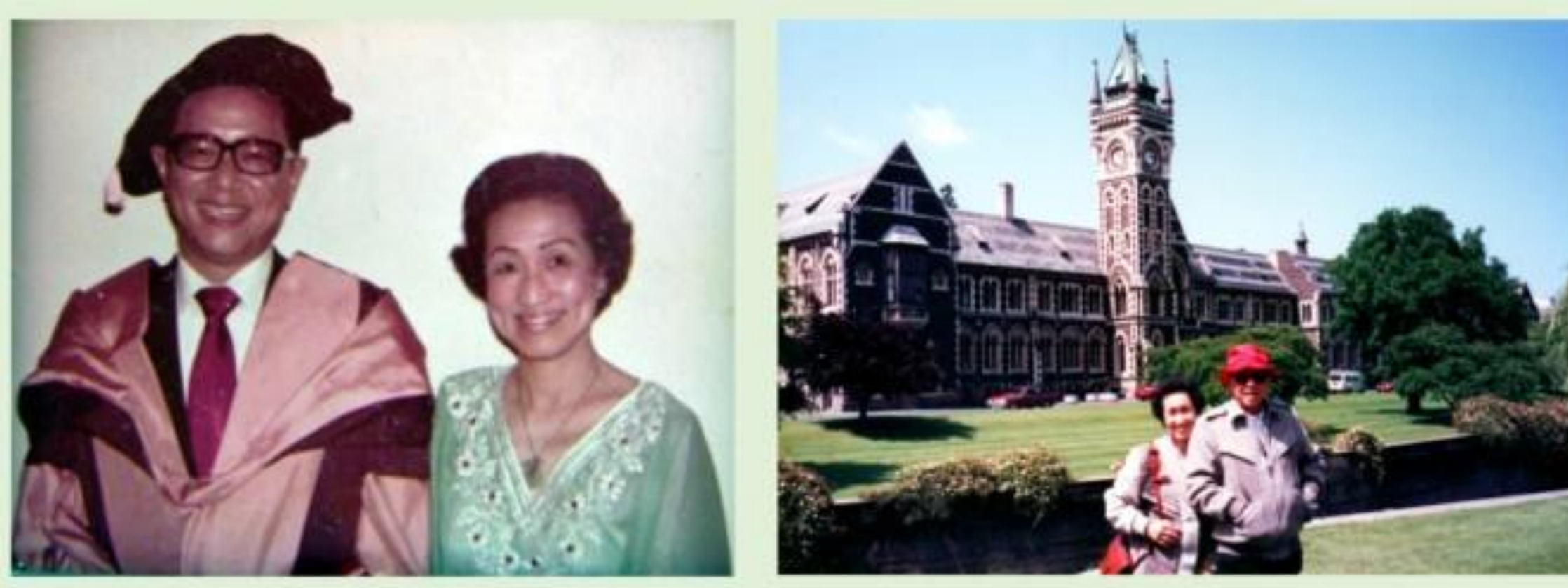
**CENTRE OF specialisation** in School Social Work since **2008**  
Appointed by  NCS



Awarded for attaining international service standards and best practices in youth diversion/intervention programme

# The Daisy Phay Foundation

The late Dr Phay Seng Whatt indicated in his will to set up a foundation, named in honour of his wife, for educational purposes to benefit good, deserving Junior College students.



**The Daisy Phay  
Foundation - SHINE  
Scholarship**

# Scholarship

Since 2012

## Eligibility

- Singapore Citizen or PR
- Year 1 Student in a Junior College/Millennia Institute
- Family with monthly gross household per capita income \$800 or less
- Currently not a recipient of scholarships/bursaries other than MOE Edusave related awards or Independent Schools Bursary
- Students on MOE Financial Assistance Scheme are eligible

## Quantum

- Each student is awarded \$1,000 per year to the completion of their A levels.





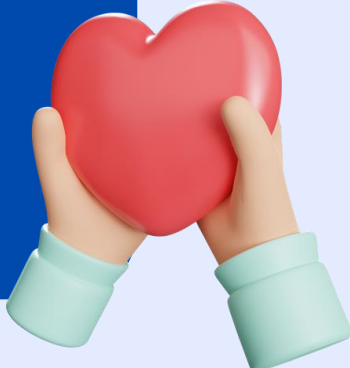
# The Students

*Reasons for wanting the Scholarship*

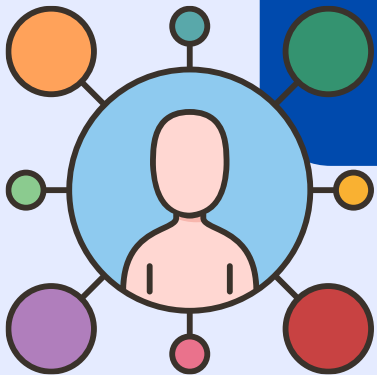


**Academic and  
Career Goals**

**Financial  
Assistance**



**Family Support  
& Responsibilities**



**Mentorship  
& Guidance**



# The Students

Understanding of profile of students

- In 2021, a report from MOE showed that there were about 10% of students on FAS
- Total Enrolment of Students: 421,962
- Number of Students on FAS: 45,680

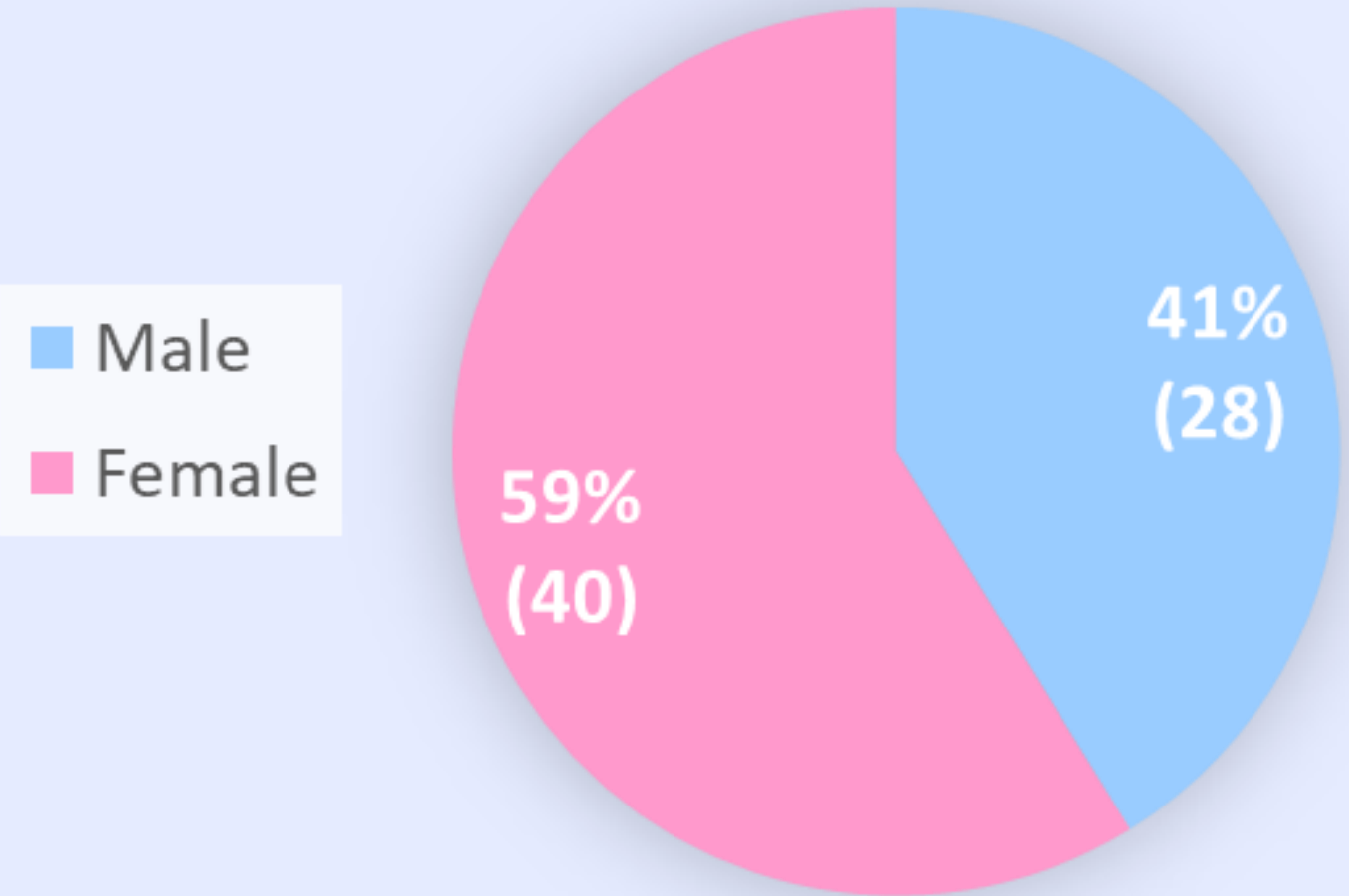


# The Students

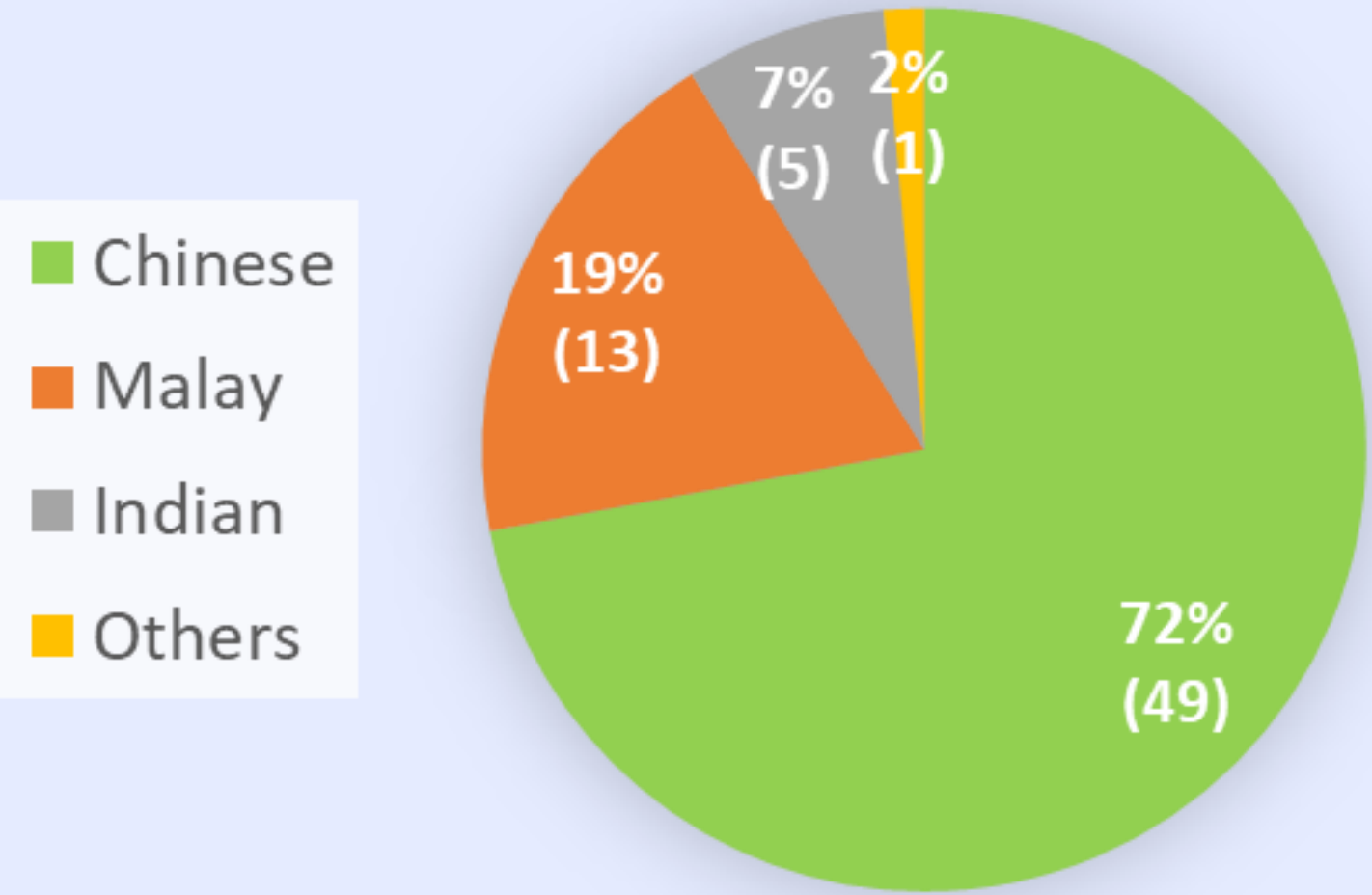
2023 + 2024

race and gender - **Total students: 68**

### Gender



### Race

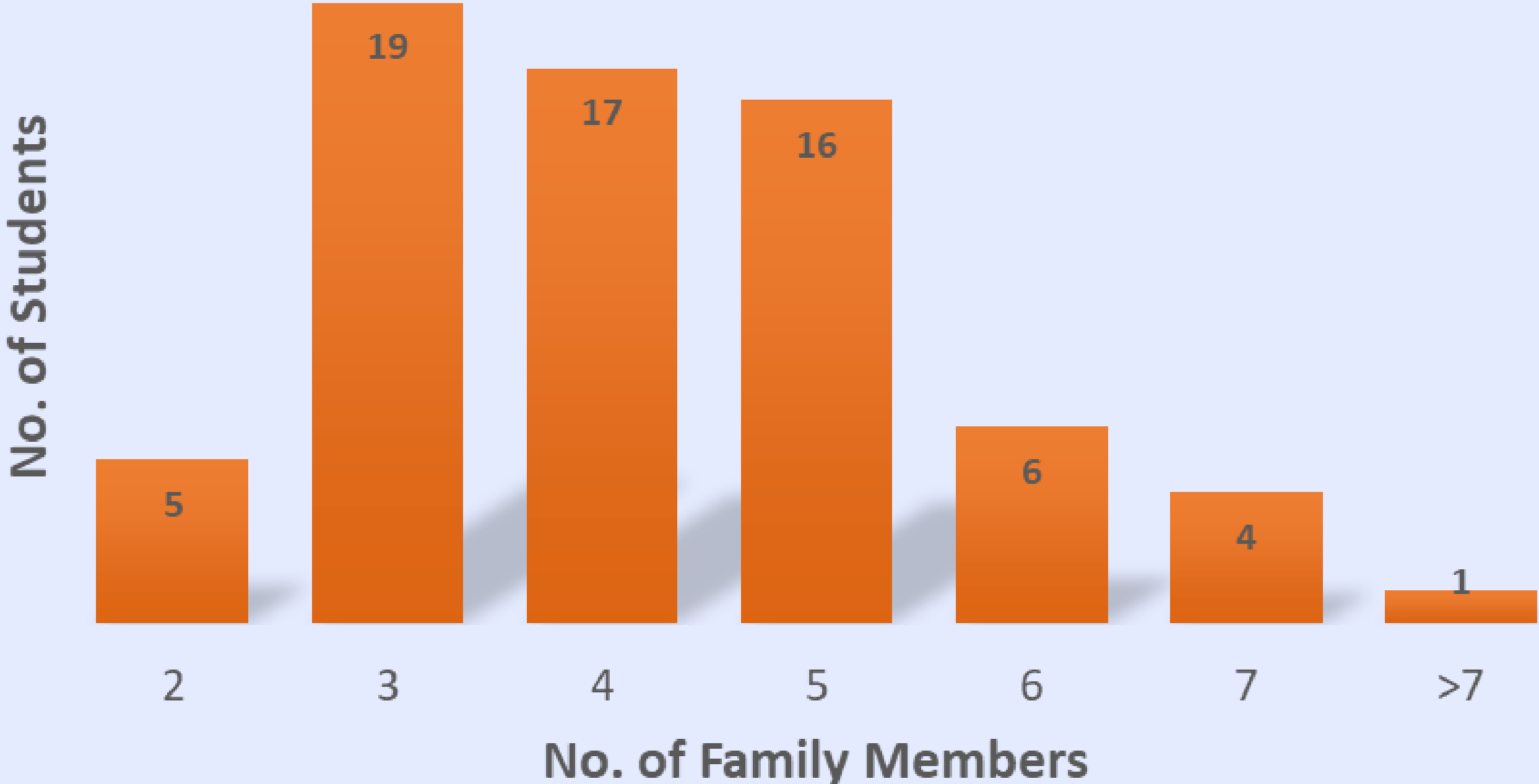


# The Students

2023 + 2024

family size - **Total students: 68**

## Family Size



# The Students

2023 + 2024

per capita income - **Total students: 68**

## Per Capita Income (PCI)



# Reflections on Profile of Students

- There are more females as compared to males
  - According to MOE's 2023 Education Digest, 53% of the total student population in Junior College were female students in 2022
  - Female students may be more aware of the resources available because of the stage of their education journey
  - Male students are required to serve in army, thus may not have thought about the future after army

**The Daisy Phay  
Foundation - SHINE  
Mentoring**



# Mentoring

Started in 2021

The mentoring component started in 2021 by a group of professionals who wanted to offer their experience and knowledge to journey with students in exploring their aspirations and future pathways.



# Impact of Mentoring on Youths from Low-SES Backgrounds

“mentored youths from very low SES *benefitted the most overall* (compared to youths from higher SES)”

“the better the quality of the student-mentor relationship, the more students’ attitudes toward their *motivation, self-efficacy, and social norms around college* increased”

“a student’s perception that their mentor was invested in their success that was most uniquely related to *improvement in college attitudes*”

- 1) Thompson, R.B., Corsello, M., McReynolds, S., & Conklin-Powers, B. (2013). A longitudinal study of family socioeconomic status (SES) variables as predictors of socio-emotional resilience among mentored youth.
- 2) Woods, C. & Preciado, M. (2016). Student-Mentor Relationships and Students’ College Attitudes. Journal of Education for Students Placed at Risk (JESPAR)

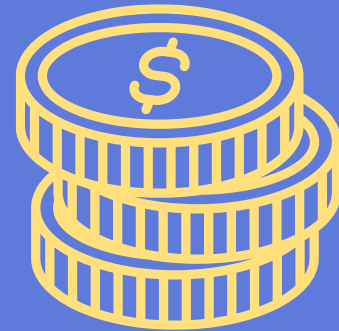


# The Mentees

*Top Areas of Interest*



Medicine



Business



PPE,  
Sociology,  
Education,  
Diplomacy



Psychology



Technology

Some have also expressed uncertainty about what they want or what is out there, while some are open to changing their career interests.

# Our Mentors



CEO/  
C-Suite  
Executives



Member of  
Parliament



Senior Lecturer



Dentist  
Doctor  
Pharmacist



RSAF Senior  
Officer



Senior Management  
Directors/Dept  
Heads



Senior  
Consultant  
Forensic  
Scientist

# Mentoring Process

## Matching

Mentee and mentor are paired based on the mentee's interests and the mentor's expertise.



## Meeting

The mentor and mentee first meet during the award ceremony. This meeting is facilitated by SHINE Staff.



## Mentoring

Mentor and mentee set goals and meeting frequency depending on their objectives and availability.

# A Mentor is a...



## Friend

Someone who cares, listens, shares, remembers, and does not judge



## Guide

Someone who shares experiences and opportunities, but also inspires, affirms and draws out strengths and talents



## Supporter

Someone who encourages and motivates their mentee, who walks beside their mentee through good and bad times

# Mentoring Activities



Internships, job shadowing  
and office tours

Coffee chats, check-ins,  
sharing and get-togethers



# Support Offered



## **Academic Support**

Provide students with lessons from volunteer tutors to aid in achieving academic goals

## **Mental Health Resources**

Connect to mental health services in SHINE (e.g. Resilience) to aid in meeting mental health needs

## **Check-ins**

Provide a safe space for student to share, understand what student is experiencing and assess effectiveness of programme

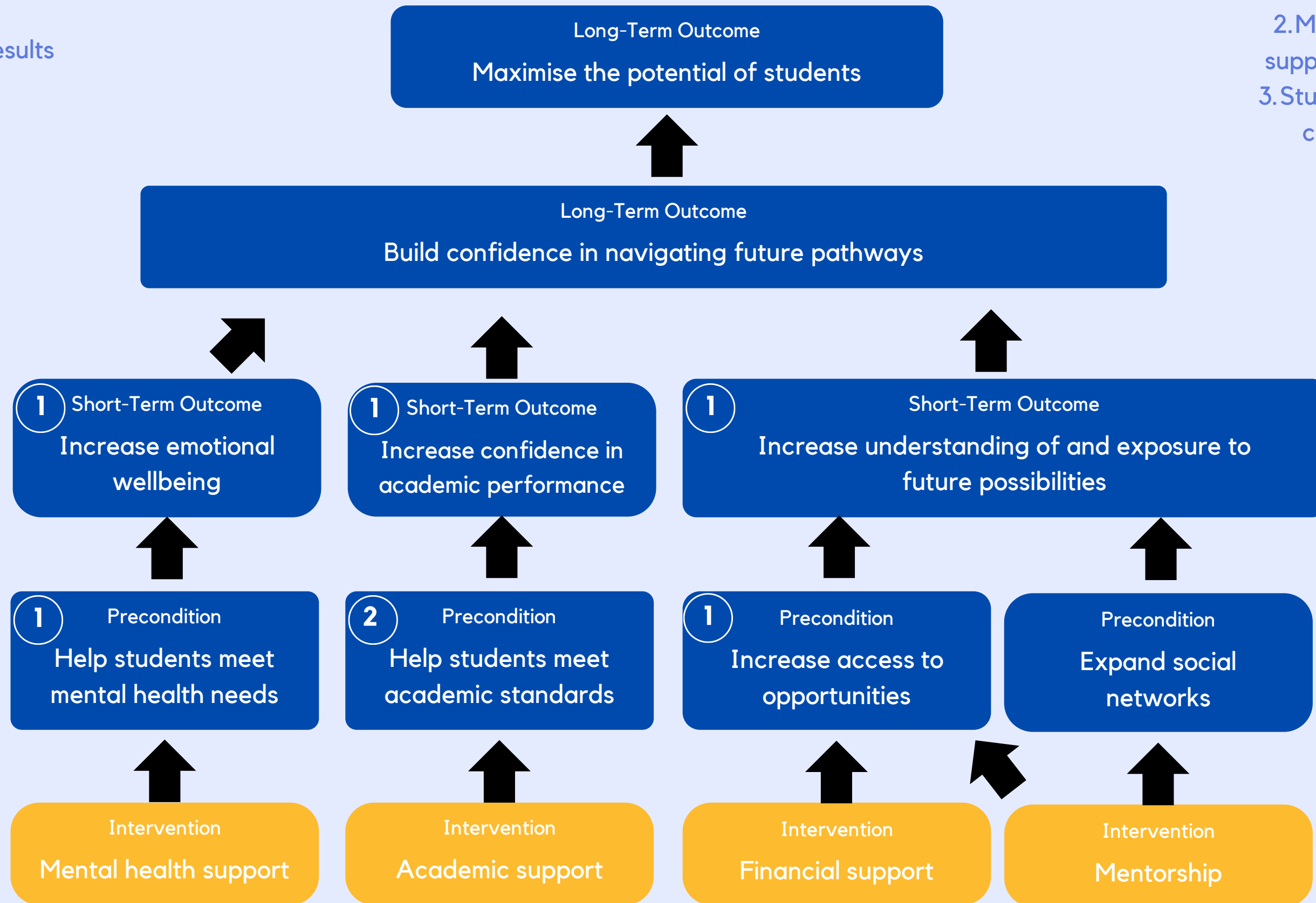
# Theory of Change

## Indicators

1. Check-ins with students
2. Academic results from school

## Assumptions:

1. Students sign up for mentorship.
2. Mentors are able to support their mentees.
3. Students will reply to check-ins honestly.





# Implications for Future Practice & Research

- Needs assessment
- Reviewing ToC and Logic model
- Update Monitoring & Evaluation
- Adapting outreach and programme processes to findings from data
- Developing mentoring guidelines for greater consistency of interactions
- Training & Support for mentors



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# THANK YOU!

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