

SKILLSEED is a local Social Enterprise

10 years 🙌 of building collaborative communities of deep trust through experiential community engagement & capability building programmes, for a more cohesive civil society



Huijia:
Founding Director,
Mother Hen



STB
licensed



MCCY's Partnerships and
Citizen Engagement
Panel of Experts (until Mar 23)



We would like to share about our latest **place-based, asset-driven and community-led** programme

Janet



Fadillea



Fazeli

Resilience Trails



Improving equality, social mobility and integration through Skillseed's *Resilience Trails*



A new programme launched in April 2022 by Skillseed in partnership with Allkin (formerly known as AMKFSC Community Services)



Under-resourced Communities
(Beneficiary groups validated and referred by Allkin)

We work alongside and equip friends with disabilities, single mothers and other individuals (current or former beneficiaries of Allkin)

to co-create and co-lead learning journeys around their own communities



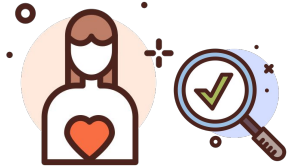
thereby providing an avenue for dignified, flexible employment and a platform to share their gifts and stories (strengths-led)

Trail Participants (B2B)



Gain deeper empathy for our community stakeholders, and an appreciation of their gifts and that of the community

The roles of Allkin, our community partner



Identified guides

who were suitable
for this pilot run



Provide a **holistic support system** for our guides
e.g. emotional support from
their social workers



Provide **valued advice**
to different aspects of
the project

How it all started - in 2018



We engaged with residents from rental housing in one of our programmes and found a common issue - many were struggling to find suitable, flexible employment that would enable them to provide optimal care for their families

This led us to ask two questions



How might we tap on **Skillseed's strengths in experiential learning and facilitation** to provide **dignified, supplemental income** that would meet their needs?



How might we **showcase the strengths of these resilient individuals** (and that of their community) while **not downplaying their challenges**?



Idea: Could we train them to be Community Guides to lead local trails in their own neighborhoods?

After much ground work, we are grateful to present our pilot batch of Community Guides



Fadillea

Interacts and builds relationships with residents by communicating in a relatable manner

(Recently graduated to a full time job)



Fazeli

Knowledgeable about outdoor skills and surviving the elements



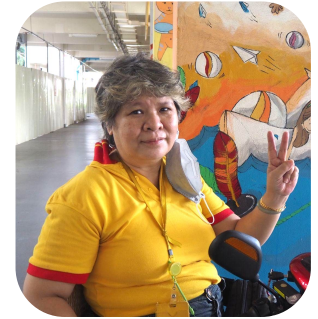
Julie

Animal lover and ultimate bargain hunter



Lydia

Aspiring entrepreneur running her own bridal boutique and canteen stall while working and volunteering



Janet

Aspiring motivational speaker who advocates for accessibility routes in the community

In 2023, we onboarded 3 new Community Guides



Alex

Passionate about walking and spends his free time exploring new places in his neighbourhood and interacting with others



Camy

Passionate about art and wants to share about its benefits to the community



Siti

Neighbourhood connector organising multiple community initiatives to engage residents from all walks of life

The Lived Realities of Our Community Guides

Financial Distress



2 of our Guides are **unemployed** and not drawing any income while the **rest of our 5 guides** earn an average of **\$743 monthly (before starting our programme)**

Low wage work



5 out of 7 of our Guides are either **unemployed**, working **part-time** or in the **gig economy** (eg. in food delivery) due to their health or family circumstances

Family & Caregiving Commitments



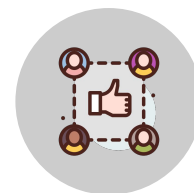
5 out of 7 of our Guides have family and caregiving commitments. They are mostly primary caregivers with elderly or young dependents hence the need for more flexible working arrangements

Housing Conditions



5 of our Guides are living in public rental flats while **2 of them** are staying in public purchased flats (2 - 3 bedroom units)

Social Inclusion



Our Community Guides' **social networks** may be **constrained** due to limited opportunities beyond their neighbourhoods

Our Guides are resilient despite their circumstances



All our Guides are chosen for being active contributors to their communities and for being a community leader

What happens during a 2.5h Trail?

Each trail by our community guide can accommodate **up to 15 participants** subject to prevailing SMMs

Our facilitators will conduct a 0.5h virtual pre-trail equipping and briefing session (~a week before the trail)

At the trail itself, we will set the context and introduce our community guide

Our guide will lead us around the neighbourhood



(a) Learn insights about our guide based on his /her individual strengths & lived experiences



Debriefing & Reflections (led by Skillseed -our Guide is not present)



(b) Rediscover the neighborhood through our guide's eyes



Conversation with our community guide



For participants'(internal) reference only

Every trail is **unique** as it's **co-created** by our Guides, even though it's in the same neighborhood



Fazeli demonstrating his outdoor survival skills in AMK-Bishan park



Janet sharing how she advocates for more accessibility-friendly routes in her neighborhood



Lydia sharing more about the local businesses that she has formed relationships with

Encapsulates what Skillseed espouses - the he(art) of community engagement, where we build community initiatives that are:



Dignified - Janet leading a trail with confidence on her mobility device

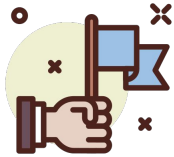


Co-owned - Lydia and her (then) youngest daughter mapping out her trail with our team



Asset-based - Julie, awarded “Most Versatile Volunteer” by AMK FSC in 2021, stands in front of the “Give and Take” donation initiative that she started

General desired outcomes for our *Participants*



Gain insights into the **lived experiences of our Community Guides** through engaging them **directly**



Contrast our **initial assumptions and perceptions** with **newly gained perspectives** of the community



Observe and identify the **strengths of the individual, community and environment** and how they have created value to further **develop the community for themselves**



Consider how to **adopt an asset/strengths-based lens/approach** in our daily lives/respective fields of work

Desired outcomes for our **Guides**

Self



(Re)discover their individual gifts

Acquire new, transferable skill sets (e.g. facilitation)

Gain confidence

Self & Family



Gain an additional source of income

Accommodate their existing commitments flexibly

Explore aspirations outside of familial roles

Self & Neighbourhood



Gain a new perspective of their neighbourhoods

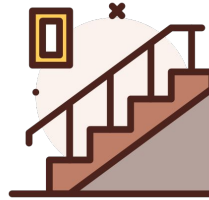
Share about their neighborhoods to other citizens

Continue to build stronger ties within and outside of their community

Our **VISION** for Resilience Trails



Guides **earn enough supplementary income (~7x typical F&B rates) to achieve their goals** while not sacrificing their familial obligations

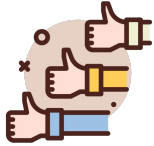


Guides are able to use this as a **stepping stone to secure longer term jobs (if they so desire)** with the transferable skills they have gained



Skillseed **replicates the success** of Resilience Trails to **other communities to scale our impact**

Participants value the experience



346 Participants rated an average of 4.7/5.0 in terms of satisfaction

“Thanks so much for sharing your journey with us! It is indeed a resilience trail, as I saw strength and grit in how you responded to the challenges that greeted you in life. I respect and truly appreciate your heart for the community and how you would always think about how to spread love and joy to the people around you. We are truly blessed to have you in our community :) “

“The fact that Skillseed has come up with such a **simple yet empowering** way to work WITH our community assets, bringing ABCD to life.”



“That gotong royong is possible in Singapore!”

“I was **very encouraged** by Fadillea’s transformation. Was also very moved by my colleagues' post-trail change in perspective. We are taking steps towards breeding greater empathy in our society.”



We created 3 client partnership models for the Resilience Trails

Option 1: Deep Learning Model



E.g. Skillseed trains a client partner in Empathy and / or ABCD and concludes with the Resilience Trails as a practicum

(A holistic learning experience)

Option 2: A Sponsorship Experience



E.g. Client partner supports a new Guide's onboarding and gets to experience the new Guide's trail later

- Upcoming Woodlands/Marsiling SSO and ComLink+ Partnership

(Sponsorship with yield)

Option 3: Purposeful Skilled Volunteerism



E.g. After experiencing the trails, client partners directly apply their talents to Skillseed's Guides' community initiatives and / or Skillseed's RT programme

(Doubling the good)

We look forward to uplifting our vulnerable communities **together**

www.skillseed.sg



Contact:

sheryl@skillseed.sg;

hidayah@skillseed.sg

Go to the people. Live with them. Learn from them.
Love them.

Start with what they know. Build with what they have.

But with the best leaders, when the work is done, the
tasks accomplished, the people will say,

We have done this ourselves

Lao Tzu
6th century BC



Annex: Admin information about our Trails

Duration: 2.5 hours for the Trail; 0.5h pre-trail briefing (usually conducted online, but can be incorporated just before the Trail if required)
- Total of 3h

Dates: Upon request and subject to availability of our Guides and Facilitators

Language: English

Trail Area: Ang Mo Kio Neighbourhood (route varies between every trail)

No of pax: 15 participants for each trail led by a Community Guide and a Facilitator, subject to prevailing Safe Management Measures

Fees: Starts from \$595 per Trail (non-profit and sec students) and above - contact us to find out more

Kindly note: We charge per Trail and not per participant

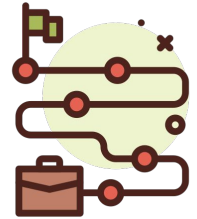


Skillseed's Resilience Trails were recently featured by CNA on "[Getting Real about Trust](#)".

Testimonials from our past participants

“I think this experience highlighted a lot of community assets that we tend to not notice as much, and it was very heartwarming to see the influence of community spirit on its people.”

“I really appreciate the time taken to speak to us, I believe that even when one’s story does not have such a happy beginning, you can change that, and you really showed that. Thank you for sharing!”



Testimonials from our past participants

“Thank you so much for your time. Even though it was only for 2 hours, I felt that I learnt a lot from you and will definitely work hard to become a better person. Thanks for opening up to us. I really have a lot of respect for you and I hope to be as cool as you from now on. Will definitely try contributing more towards to the society, thanks to you :)”

