

ImpactSG Career Opportunity Programme (COP)

Frequently Asked Questions (FAQs)

1. What is ImpactSG?

ImpactSG is a philanthropic start-up (charity status) which aims to foster a community of purposeful givers in Singapore and Asia. Inspired by the ForwardSG movement, it was founded in 2022 by three young Singaporeans - Edmund Twohill, Daniel Lim, and Kwee Ker Fong. It has since evolved into an organisation dedicated to connecting family offices, foundations, and corporates with worthy causes in Singapore and Asia, and working with them to deepen their giving.

ImpactSG was officially launched by President Tharman Shanmugaratnam in November 2024, with seed support from our community and the Gates Foundation.

2. Why should I give / contribute with ImpactSG?

As a “Gateway to Giving,” ImpactSG focuses on empowering individuals to contribute through the 4Ts (Time, Ties, Talent, and Treasure). This holistic approach to giving involves:

- Time: Give your time and gain insights into community needs.
- Talent: Share your expertise and experience! Bring your unique skills and knowledge to help schools.
- Ties: Expand the circle! Make helpful introductions that will bridge resources and relationships for the school, that also amplify impact and the ecosystem.
- Treasure: Financial contributions will help programs take flight and remain sustainable.

3. How can I start giving with ImpactSG?

We strongly encourage you as a member of SID to participate in the Career Opportunity Programme (COP). This is an avenue where you can contribute your Time, Ties and Talent via Dialogues, Career Libraries, Learning Journeys

or Short Work Attachments for neighbourhood school students. It is also a gateway to get involved in other programmes such as the School Advisory Committee (SAC) Matching. You may sign up at this link: [ImpactSG Career Opportunity Programme \(COP\) - Interest Registration](#)

4. What is the Career Opportunity Programme (COP)?

The objective of this programme is to redistribute social capital and raise the aspirational quotients of students from neighbourhood schools. We achieve this by broadening the students' exposure to diverse career paths and development opportunities by inviting industry leaders to share their journeys and insights with students from neighbourhood schools in Singapore through

- **Dialogues / "Human Library" sessions:** Acting as a "living book" to share your career journey and insights with small groups of students. This functions as a "Career Library" where students can "borrow" insights from different professionals. Each session is expected to involve between 20-30 students and take place over 30 mins.
- **Learning Journeys:** Hosting students for a visit to an office, facility or project site, helping them to better understand day-to-day operations and real-world work environments. Each session is expected to involve between 10-15 students and take up to 3 hrs (360 mins).
- **Job Shadowing / Internships:** Offering short work attachments/ job shadowing to provide students with deeper, practical experience.
- The parameters and design for each of the segments indicated above may vary in consultation with the school and partners.

5. Who are the primary beneficiaries / target audience of COP?

ImpactSG aims to partner with neighbourhood schools and organisations serving underprivileged students, ensuring our programmes reach those who may lack exposure to diverse professional networks. The students we serve are from secondary schools, JCs, Polytechnics, or ITEs.

In 2025, we have worked closely with the W4 Cluster of Schools (including Jurongville Secondary, Jurong Secondary, and Crest Secondary) and ITE

College East. Moving forward, we are collaborating closely with the Ministry of Education (MOE) to expand our reach and be more targeted in the schools we work with.

6. I don't have experience in engaging youths. Can I still sign up?

Yes, of course. The settings are typically casual, and ImpactSG will provide you with engagement tips and guidelines. Sincerity and a willingness to share your personal career journey are the most important qualities.

We will facilitate your deployment based on your availability, the specific speaker profile interests of our school partners, and the student's availability to ensure a good match. For example, in a typical year, the secondary schools will tend to have their sessions at the end of Term 2 and 4 (typically in May and Oct respectively).

7. Is this a one-off volunteering opportunity? What happens after I join COP?

COP serves as an entry point for ImpactSG's continued engagement with you. Following your involvement, we may invite you to formally join the ImpactSG community as a Pledger (there is a separate process for this). As a member, you can stay informed about future volunteering and giving opportunities.

For those with a strong interest and relevant experience, you may also continue your giving journey by becoming a member of a School Advisory Committee (SAC). As a SAC member, you would be able to participate actively in the education sphere by supporting school programmes, promoting students' well-being, and creating opportunities for collaboration between the community and the school.

8. What does a Learning Journey entail?

A typical Learning Journey should be about 2-3 hours and should include:

Welcome and Introduction: Students are welcomed and given an overview of your organisation, its work, and the impact it creates.

Dialogue with an Organisation's Representative(s): This is usually a Q&A or panel session featuring staff members, ideally including a senior leader (such as the CEO or Director). This segment offers students a valuable chance to ask questions and hear firsthand about the organization's values, work culture, and diverse career journeys within the industry.

Tour of the Office, Facility, or Project Site: A guided walk-through of your office, facility, or project site. The goal is to help students better understand day-to-day operations, the physical work environment and the professional culture. It is recommended to include a brief, hands-on activity to engage students more deeply and provide them with valuable, practical experience.

Networking and Group Photo: A casual networking opportunity for students to interact with staff, followed by a group photo to conclude the visit.

Learning Journeys occur on weekday afternoons. Students handle their own transport. Host organisations may offer light snacks and are asked to provide their maximum hosting capacity.

9. What does a Job Shadowing / Internship entail?

The intent of this opportunity is to allow students to experience real-world work. An example of such an opportunity is the [Crest Secondary School's Industry Experiential Programme](#), a structured four-week attachment where students are placed with a company to apply both the technical and life skills learned during their lessons.

The specific duration of the attachment will be determined by the respective partnering schools based on their curriculum needs. Organisations are asked to provide their maximum hosting capacity to ensure a quality experience for the students. Host organisations will also need to assign dedicated supervisors or mentors to guide the students throughout the attachment, providing structured mentorship and feedback.