



THE  
ASTRONAUTS  
COLLECTIVE

# ANNUAL REPORT

📍 30A Yishun Central 1 #01-04 Tzu Chi  
Humanistic Youth Centre Colab, S(768796)

🌐 [www.hellotac.org](http://www.hellotac.org)



# 2024

01 APR 2024 - 31 MAR 2025

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# ABOUT TAC

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The Astronauts Collective (TAC) was founded in 2015 as a ground-up initiative to support youths in Singapore to explore and discover meaningful careers. We help to guide youths to discover, access & prepare for the world of work, like astronauts on their journey into new worlds!

## MISSION

Empower youths to find meaning discover and pursue meaningful careers

## VISION

Meaningful careers, better well-being!



## ENVISIONED OUTCOMES





# OVERVIEW OF TAC

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The Astronauts Collective (TAC) Ltd. was incorporated as a company limited by guarantee (CLG) on 3 February 2021.

TAC was registered as a charity under the Charities Act (Chapter 37) on 18 August 2021.

TAC has a constitution as its governing instrument.

UNIQUE REGISTRATION NUMBER (UEN)  
202104502M

REGISTERED ADDRESS  
30A Yishun Central 1 #01-04  
Tzu Chi Humanistic Youth Centre Colab S(768796)

OFFICIAL WEBSITE  
[www.hellotac.org](http://www.hellotac.org)

AUDITORS  
Tan, Chan & Partners  
26 Eng Hoon Street  
Singapore 169776

BANKERS  
OCBC Bank  
63 Chulia Street  
Singapore 049513



# WELCOME MESSAGE

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I find it hard to imagine and believe that it's been 10 years since TAC started as a passion project; those were the days that volunteers met on weekdays after work at each other's house, to plan and organise a single programme for students on Saturday mornings, once a year. Now, we have more than 1000 volunteers supporting over 10,000 youths a year in their career exploration and discovery journey. It has been such an incredible journey for TAC too.

As we look forward to the next 10 years, we want to continue focusing our support for youths who might have less and expect less in life, but are in no way less deserving. It is with this vision that we are partnering with ITE and Quantedge Foundation to begin TAC's JumpStart mentoring programme, where we provide 1-to-1 support for ITE youths in their school-to-work transition. We will also set up JumpStart Mentoring Centres physically within the ITE colleges, to allow for more organic opportunities to engage youths and to strengthen our collaboration with ITE.

At the core of any charity, it is the people who matter the most; our partners and volunteers. I am deeply appreciative and proud of the many organisations and volunteers that have taken time and committed to guide and enable our youths' career exploration. Take for example the three thematic World Xs and the two World X @ ITE that we had this year - we had nearly 100 different professionals and careers across such a diversity of sectors and roles - and I saw many youths heartened by the possibilities and options they didn't think they had before. YOU enabled that!

To our volunteer leaders and staff - thank you for bringing this community together. The work that you do is magical - frequently unseen, but its presence felt throughout the organisation.

I hope we can all continue working together to support every youth in pursuing meaningful careers and achieving better career well-being. As ITE CEO Ms Low said at TAC's 10<sup>th</sup> anniversary dinner about the work that we do - "It Takes Everyone!"

**WONG YI FONG**  
CO-FOUNDER & EXECUTIVE DIRECTOR



# GOVERNING BOARD

NAME AND DESIGNATION	DATE APPOINTED	OCCUPATION
<b>CHAN SHUNG WAI</b> CHAIRMAN OF BOARD	31 DEC 2023	MANAGING DIRECTOR & FOUNDER <i>INTEGRITY</i>
<b>TEO CHIEN WEI</b> TREASURER	16 AUG 2024	BUSINESS CONSULTANT <i>DABBLE WORKS PTE LTD</i>
<b>LOH YUH YIING</b> GOVERNANCE	31 DEC 2023	HEAD, TRANSFORMATION PROGRAMMES, CEO'S OFFICE <i>SPH MEDIA</i>

## EXECUTIVE MANAGEMENT

### MARVIN KANG

EXECUTIVE DIRECTOR  
& CO-FOUNDER

DATE OF APPOINTMENT (ED): 1 JAN 2022

### WONG YI FONG

EXECUTIVE DIRECTOR  
& CO-FOUNDER

DATE OF APPOINTMENT (ED): 31 MAR 2023

DATE OF APPOINTMENT (BOARD CHAIRMAN): 31 DEC 2021

# OUR TEAM



THE ABOVE REFLECTS THE STAFF TEAM AS AT 31 MARCH 2025

# HIGHLIGHTS

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## FINANCIAL PERFORMANCE

Total Income: \$1,302,893

Total Expenditure: \$1,012,655

Donations: \$288,550

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**~14,700  
YOUTHS  
BENEFITTED**

YOUTHS FROM IA MENTORING 2024

**~930  
VOLUNTEERS  
ENGAGED**



VOLUNTEERS FROM WORLD X 2024

# HIGHLIGHTS



Quantedge Foundation (Singapore) × TAC

TAC and Quantedge Foundation (Singapore) (QFS) entered into a strategic collaboration, with both our Executive Directors being onboarded onto QFS's Philanthropreneurs-in-Residence programme. We are grateful for QFS's support and partnership to provide career guidance support youths in the Institute of Technical Education (ITE), through a structured career mentoring journey, with the aim of improving progression into and completion of the Work-Study Diploma (WSDip), as a meaningful career option and a social mobility enabler.

With the support of Quantedge Foundation, we designed and started to pilot the JumpStart career mentoring programme. As part of this development, TAC will also strengthen our impact measurement processes and enhance mentor training to achieve better outcomes. We will also scale up the mobilisation of volunteer mentors in targeted segments, to increase the relatability and relevance of mentors for ITE youths.

To improve scalability and impact, we will also be further leveraging digital technology to enhance our database management, volunteer outreach and case management capabilities. These efforts will help strengthen core capabilities and better position TAC for our next decade.



# KEY PROGRAMMES

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From secondary school to ITE, our programmes are the vehicles through which TAC provides career exploration, career access or career preparedness support for youths. Each programme is tailored for different outcomes and for different audiences - bite-sized opportunities like Day X, to large-scale festivals like World X, and longer mentoring pathways like JumpStart.

Together, these programmes help youths discover meaningful career options, connect with professionals, and build the confidence and skills to take their next steps into the world of work.



# DAY X

Powered by the National Youth Council (NYC)

Day X (Day of Exploration) is TAC's one-day, cohort-wide programme that helps secondary students link their interests to the working world. Grounded in TAC's Idea of Worlds, Day X helps youths to develop foundational and also practical perspectives about the world of work, through hands on taster activities led by actual working professionals. Students also get the opportunity to ask questions to the volunteers to gain better understanding about the job.



STUDENTS ENGAGING IN JOB TASTERS



STUDENTS ENGAGING IN JOB TASTERS

Students leave with clearer motivations, a shortlist of roles to explore, stronger awareness of ITE/Polytechnic/University routes, and the confidence to keep exploring with credible resources, through the career mapping journey in the session itself. The programme is delivered by TAC facilitators, alongside professional volunteers, and through guided discussion and practical tools, the session equips students with clarity and confidence to navigate future choices.

**"I've learnt that my options for my future career will always change, and that I need to be more open-minded when choosing my path."**

**- Student, Punggol Secondary School**

**"I learnt about the different Worlds; the 'Beautiful World' resonates with me most."**

**- Student, Kranji Secondary School**

# SUSTAINABLE WORLD LEARNING JOURNEY

In partnership with the Building & Construction Authority (BCA)



STUDENTS FROM MERIDIAN SECONDARY SCHOOL

Students go through a Green Discovery Trail, exploring sustainability design features at the BCA Academy, seeing first-hand some of the innovations in various Green Goals: Green Materials, Spaces, Energy and Policies. They also got to choose and try out a job taster activity run by real-world professionals in the sustainability space.

At the Sustainable World Learning Journey (SWLJ), students are introduced to how the Sustainable World could look like in 2030 and beyond, and the green goals that are envisioned in that future state.

With a focus on Built Environment, the students were also introduced to what the Built Environment sector in Singapore entails in achieving the Green Goals, and meaningful careers in the sector.



STUDENTS ON THE DISCOVERY TRAIL

## WHAT THE STUDENTS LEARNT ABOUT DIFFERENT GREEN GOALS:

**“I think all the goals are important, they all play different roles in building the Sustainable World of Tomorrow.”**

**- Student, Broadrick Secondary School**

**“Green energy as we need sustainable energies that will last for current and future generations and that do not produce or release harmful particles / matters.”**

**Student, Tanjong Katong Secondary School**

# WORLD X

World X is TAC's flagship career-exploration festival where post-secondary youths explore a diversity of meaningful careers and get access to make connections with professionals whose work contributes in different ways to the world around us! This year, we engaged over 2000 youths at all the World X Events combined!

## At World X, we get youths to:

### Immerse

Youths are invited to envision the future, guided by government plans and projections for 2030 and beyond. Here, they can launch into exploring the opportunities and challenges of tomorrow's world, discovering how their careers can have a meaningful impact.



YOUTHS AT THE WORLD PORTAL



YOUTHS ENGAGING IN JOB TASTERS

### Explore

Youths try Taster Workshops that surface the skills used in tomorrow's roles, from cybersecurity/forensics and digital supply chains to data analysis and transport engineering, with guided prompts to unpack tasks, tools, skills and trade-offs.

### Connect

Youths can meet 100~ working professionals and plug into real next steps: internships, job shadows and credible course pathways. They walk away with more knowledge on the jobs and possible resources for themselves.



YOUTHS CONNECTING WITH PROFESSIONALS

# WORLD X @ LLI

This year, we organised World X at the Lifelong Learning Institute into three thematic Worlds for youths to deepdive into the respective Worlds.

## Green & Sustainable World

Youths explored careers that help Singapore transition to a low-carbon, circular economy.

E.g., environmental engineering, urban planning & green buildings, circular manufacturing & waste, and green finance/ESG analytics, while considering their own part in building a greener world.



GREEN & SUSTAINABLE WORLD, 3 AUGUST 2024



INCLUSIVE & HEALTHY WORLD, 17 AUGUST 2024

## Inclusive & Healthy World

With practitioners from the health and social sectors, youths examined what it takes to keep communities well.

E.g. nursing & allied health, public health & community care, mental health, disability inclusion & assistive tech, and social work, and how different roles collaborate for equitable outcomes.

## Informed & Connected World

Focusing on data, communication and technology, youths tried tasters like Cybersecurity & Forensics, Digital Supply Chain Management, Data Analysis and Transport Engineering, mapping out how information systems & networks shape an interconnected future.



INFORMED & CONNECTED WORLD, 8 MARCH 2025

# WORLD X @ ITE

We also delivered the full World X experience on campus to ITE youths, returning to College Central and debuting at College East!



WORLD X @ ITE COLLEGE CENTRAL, 13 AUGUST 2024

Youths from courses such as Precision Engineering, Passenger Services, Filmmaking, Visual Merchandising, and AI Applications and more explored diverse industries and built networks with professionals.



WORLD X @ ITE COLLEGE EAST, 26 AUGUST 2024

Youths from courses such as Community Care & Social Services, IT Applications Development, Human Resource Administration, Opticianry, Mechanical Technology, and Cyber & Network Security and more engaged in career tasters and networking.

# WORLD X IMPACT

What youths gained from World X: career discoveries, new connections, and the confidence to explore further.



Of the **2000+ youths engaged** across World X, **91%** of youths shared that they **made new connections** with working professionals, while **97%** of youths reported **discovering career options** through the programme.

NEW CONNECTIONS

Over **500+** volunteer professionals helped to guide the youths through their exploration journey!

*"Thank you so much to the professionals for the advice! Enjoyed talkin n listenin to them. Their advice cleared my doubts n gave me courage to try my luck in the industry."*

*- Siti, World X @ ITE College Central*

*"Talking to Ms Sarah Wang and hearing her insights and perspectives on the teaching experience. I was very inspired by her energy and philosophy on teaching and relationships, and it was eye-opening to hear about more aspects of being a teacher that never occurred to me before."*

*- Loewe Lim, World X @ Inclusive & Healthy World*

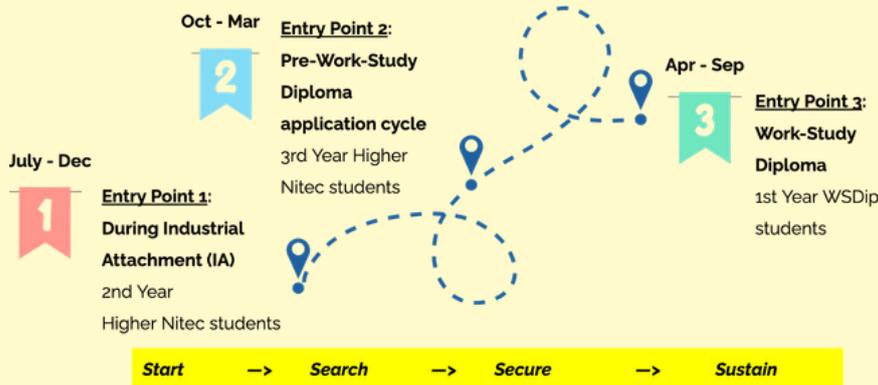
# JUMPSTART

Integrating career guidance with relationship building, JumpStart is a 6-month structured career mentoring programme.



JUMPSTART EMENTEES & MENTORS, 1 MARCH 2025

## 3 JUMPSTART Entry Points



JumpStart is a six-month mentoring journey that brings together career discovery, preparedness and access for ITE youths. The programme is designed with three natural entry points in a student's school-to-work timeline: during course-related attachments, in the lead-up to the Work-Study Diploma (WSDip) application cycle, and at the start of WSDip.

At each stage, mentors meet youths regularly to make sense of work experiences and guide them towards credible next steps through one-to-one and small-group sessions with ITE teams.

For a start, TAC looks forward to enabling 250 mentor-mentee pairs through the JumpStart career mentoring programme, across all three ITE Colleges - College Central, College East, and College West, focusing our efforts on students who might benefit most from the career mentoring and guidance provided.

# OUR YEAR AHEAD

2024 was a year of growth and learning, showing us both the progress we can celebrate and the areas we can strengthen. As we look ahead, we are committed to building deeper connections in our community, harnessing better systems, and launching the TAC Academy. With these steps, we aim to open up more opportunities and create a stronger journey of support for ITE youths.

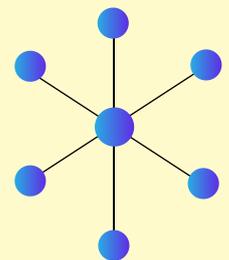
## STRENGTHEN COMMUNITY ENGAGEMENT

We will strengthen core career guidance capabilities through Expeditions, bringing the community together to explore the world of work through industry fieldtrips and learning journeys, and pilot StarNet, a network of 30 - 40 industry leads who will identify opportunities for youths with less and help them start building their own networks.



## LEVERAGE TECHNOLOGY & SYSTEMS

We are developing an integrated TAC system, a work-in-progress that connects volunteer professionals, Youth Guidance Associates, staff, industry partners and alumni. With features like better matching, targeted invites, and increased convenience, it will strengthen how our community engages and collaborates.



## ESTABLISH TAC ACADEMY

The Academy will consolidate TAC's learning in career guidance and mentoring into training and development resources, offering bite-sized courses for the community on career preparedness (interview skills, applications), lived experiences (educational pathways, neurodivergence), and youth mentoring (befriending, relationship building)



# GOVERNANCE

## RESERVES POLICY

TAC seeks to build up a reserve of up to 12 months of operating costs in the next three years. This is to allow sufficient lead time to take the necessary measures to regroup and to re-organise ourselves in the event of unforeseeable circumstances that significantly affect TAC's financial position. As TAC is still in its early years of operations, the amount of reserves to be held at any point in time will be reviewed by the Board in future to ensure that they are adequate to fulfil our continuing obligations.

## CONFLICT OF INTEREST POLICY & RELATED PARTY TRANSACTIONS

Board members are required to abide by TAC's Conflict of Interest Policy and disclose any information about them that is, or may lead to actual, potential and/or perceived conflicts of interest.

There was no related party transaction in FY2024/25.

## ROLE OF GOVERNING BOARD

The Board's role is to provide strategic direction and oversight of TAC's work and to support the charity towards fulfilling its vision and mission through good governance. As part of its role, the following matters require the Board's approval:

- Review and approve annual financial statements
- Undertake the appointment of the Executive Director(s)

## BOARD MEETINGS & ATTENDANCE

A total of one annual general meeting and one extraordinary meeting were held during the financial year. All board members were present for all meetings.

## DISCLOSURE OF REMUNERATIONS - BOARD MEMBERS

TAC's Board Members do not receive any remuneration or benefits.

## DISCLOSURE OF REMUNERATIONS - STAFF

Number of staff with total annual remuneration between S\$100,000 and S\$200,000	2
Number of staff who are close members of the family of the Executive Head or Board members, with total annual remuneration between S\$50,000 and S\$100,000.	1

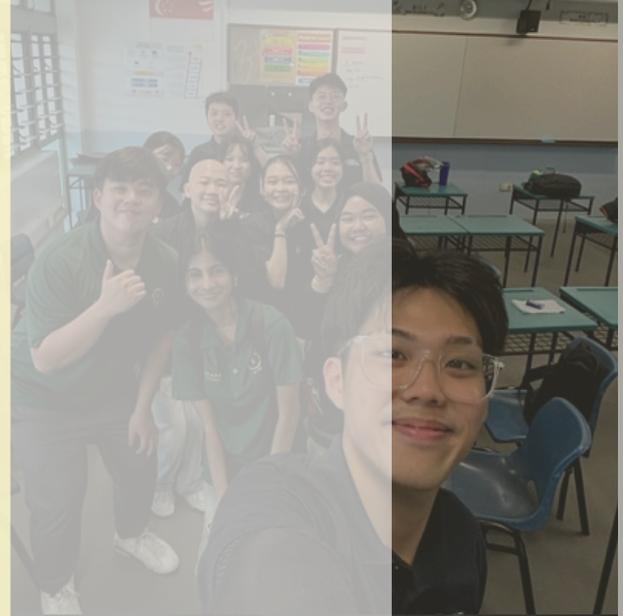


THE  
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# THANK YOU

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