



Daughters Of Tomorrow (DOT) is a registered charity organization in Singapore whose mission is to facilitate livelihood opportunities for underprivileged women, and support them in building financially independent and resilient families. Our beneficiaries are women aged 20 to 60 who are from low-income families who currently face limitations on access to gainful employment due to child-rearing responsibilities, lack of flexibility in employment practices and lack of focused training and skills-enhancement.

DOT comes in to complement and support existing training and workforce-related agencies by connecting volunteers and community resources to enable each woman on an individual level. By deep-diving into practical day-to-day constraints of these women, we offer hand-holding and individual coaching to help each woman reach regular and sustained employment.

What we set out to achieve:

- Job creation for underprivileged women whose talents are otherwise under-utilized.
- Reduction of number of families in poverty.
- More conducive environment for children from low-income brought about by financial upliftment.
- Employment culture in Singapore that is socially-integrative.

Why:

Existing training and workforce-related agencies tend to focus on hard skills training or provide connecting platforms for these women to look for job opportunities. However, success rate has been limited as the problem faced by these women are often unique to each individual/ household (termed “multi-stressed families”) and goes beyond what current programmes are able to address.

Also, there is no current concerted effort in employer engagement / education, which places the onus of successful employment almost solely on the employee candidate.

Our Approach:

1. Provide confidence building through soft skills training, personal and professional development workshops, and mentorships – to prepare them to re-enter a working life.
2. Engage with employers to manage expectations, train their managers, and enable businesses and companies with the right mindset and HR capabilities to enable and empower this unique workforce of women.
3. Provide support programme that help to alleviate the pressures of these women while supporting them through the training-to-employment journey.

Success Stories:

Susan * (Single-mother of 2)

DOT Support

- Susan is a June 2015 graduate of DOT's Confidence Curriculum workshop
- Secured an administrative job through her own efforts within 9 months of completing our confidence programme.

Impact

- Since June, Susan has been able to earn income for her family through short-term projects referred by DOT.
- Increased confidence and experience puts her in a stronger position for regular employment.

Sally * (Single-mother of 2)

DOT Support

- Sally completed the DOT Confidence Curriculum in August 2015
- Secured a job through DOT referral with Mount Elizabeth Novena Hospital

Impact

- Increased salary by 40% through DOT referral for employment at Mount Elizabeth Novena.
- Improved housing security as her new salary qualifies her for the HDB loan quantum for a 3-room flat.

** Names have been changed to protect the identity of the ladies.*