

**YOUTHARMONY LTD.**



**ANNUAL REPORT FOR THE  
FINANCIAL YEAR ENDED  
31 OCT 2023**

# Table of Contents

<b>About Us</b>	<b>4</b>
Our Vision & Mission	4
Our Objectives	4
Our Core Values	5
<b>Overview of Organisation</b>	<b>6</b>
<b>Chairman's Message</b>	<b>7</b>
<b>Leadership</b>	<b>8</b>
Organisational Structure	8
Our Board of Directors	9
Our Advisory Council	10
Our Senior Management Team	11
<b>Governance</b>	<b>13</b>
Role of the Governing Board	13
Term Limit of Board	13
Board Meeting and Attendance	13
Disclosure of Remuneration and Benefits Received by Board Members	14
Disclosure of Remuneration of Three Highest-paid Staff	14
Conflict of Interest Policy	14
<b>Highlights of the Year</b>	<b>15</b>
Summary of Financial Performance	15
Major Financial Transactions	15
Charity Status	16
<b>Our Work: Programmes and Activities</b>	<b>17</b>
Youth Corps Community Fair	17
Great Bay Fiesta	18
Taster Course	19
Project Poco a Poco	20
Youth Music Day 2021	21
Special Interest Groups	22
Viaggio:Education	23
<b>Upcoming Events</b>	<b>24</b>
Song of the Heart	24
Music with Heart	26
Music Performances	26
Viaggio: Careers 2023	27
Viaggio: Education 2023	27
YouthHarmony Music Mentorship Programme	28



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<b>Next Steps</b>	<b>29</b>
Fundraising and TMT Grant Application	29
Further Development of Partnerships	29
Board Renewal and Potential Expansion	29
Investment in Productivity Tools	30
Pathways (Education and Career Guidance)	30
Music for Good	30

# About Us

## Our Vision & Mission

Our **vision** is to create a vibrant music community that supports the **musical interest** and **musical aspirations** of youths.

Our **mission** is to create an environment where music is accessible to everyone.

## Our Objectives

YouthHarmony is committed to the advancement of arts (music) in Singapore. Our objectives are, amongst others: —

- (a) To empower youth musicians in Singapore through a secular and apolitical community to explore their interest in music alongside their peers and other music groups.
- (b) To build a community of youth musicians in Singapore with the intention to unify the various music groups and forms.
- (c) To build a community of youth musicians in Singapore with further intentions to provide equal opportunities to all youth musicians to help them develop the necessary skills and abilities for them to pursue a hobby or career in music, regardless of their background, educational institute, race, language, religion or age.
- (d) To utilise music as a medium to benefit other underprivileged communities;
- (e) To encourage more youths who are non-musicians to pick up the art and provide them with the necessary environment, opportunity and education to do so; and
- (f) To advance and develop the current music scene in Singapore.

## Our Core Values

<b>Teamwork</b>	When people work together, they create something greater than themselves. Trusting and making an effort to bond with one another allows for more effective communication. Furthermore, it is important that all of us within YouthHarmony pull our weight and support one another when the going gets tough.
<b>Integrity</b>	<p>Acting with strong ethics is a priority for everyone in this organisation, we must not resort to lies or deceit to benefit. We do what is right and best for the community and the organisation.</p> <p>It is important to be transparent and trustworthy to earn the respect of colleagues, the community, and partners.</p>
<b>Accountability</b>	<p>Being accountable for our responsibilities to the organisation and each other, communicating clearly and early with others so that everyone has enough time to react should someone be unable to deliver.</p> <p>Accepting responsibility for one's actions and not pushing the blame or dragging others down for one's benefit.</p>
<b>Service</b>	<p>Remembering that our main priority is to do good for the community and the organisation, ensuring that we place them first and serve them with our utmost effort.</p> <p>As a charity, our goal is always to deliver value and meaningful impact to our beneficiaries and to grow so that we can help more people.</p>
<b>Learning</b>	<p>No one has all the answers; being humble and adopting a "can-do" mindset to learn new concepts or overcome challenges is part of the learning process. As a young youth-run organisation, many of us lack professional expertise.</p> <p>We, therefore, take it upon ourselves to learn new concepts, seeking advice from professional mentors or advisors, be it from YouthHarmony or externally. Moreover, we consult others within our team, helping one another to improve better ourselves and the community we are serving.</p>

## Overview of Organisation

YouthHarmony ("short name") was incorporated as a Company Limited by Guarantee on 20th October 2020 (20/10/2020) by the Accounting and Corporate Regulatory Authority (ACRA) and is a registered charity.

**Entity Name**

YouthHarmony Ltd.

**Financial Accounts**

Maybank Singapore

ASPIRE Singapore

**Unique Registration Number (UEN):**

202033369K

**Auditor**

CA Assurance LLP

**Registered Address**

60 Lorong 4 Toa Payoh

Toa Payoh Vista

#14-115

Singapore 310060

**Corporate Secretary**

Little Big Secretary Services Pte Ltd

**Industry**

Arts, Event/Concert Organisers

## Chairman's Message

*“Learning music should be a **right**, not a privilege.”*

As a music educator of 23 years, I have witnessed how music has the remarkable power to bring people together, to broaden one's horizons, and to even change lives. This is why I have always believed that it is vital that youths have the opportunity to access good music education.

However, we all know that music lessons, and their accompanying instruments, do not come easily affordable and this makes pursuing music a challenge or less accessible to many youths around us today.

I was pleasantly surprised when a group of my ex-students approached me and shared how they would like to help make Singapore's music scene more accessible to a larger pool of youths and how it could be inclusive. Naturally, I was amused at their overflowing enthusiasm on how they wanted to “make the world a better place”. *Didn't we all when we were young?* But not long after, their enthusiasm infected me and prompted me to be a part of them in a mentorship capacity.

Moreover, what better way to help youths support one another in exploring and creating possibilities within the music industry, than have the activities and programmes youth-run, youth-led, and youth-oriented! This was how YouthHarmony was born.

### Moving Forward

After 2 years of experimentation and adapting to new circumstances, we will be planting our roots in the position we are in by placing a strong emphasis on improving, developing and scaling our existing offerings

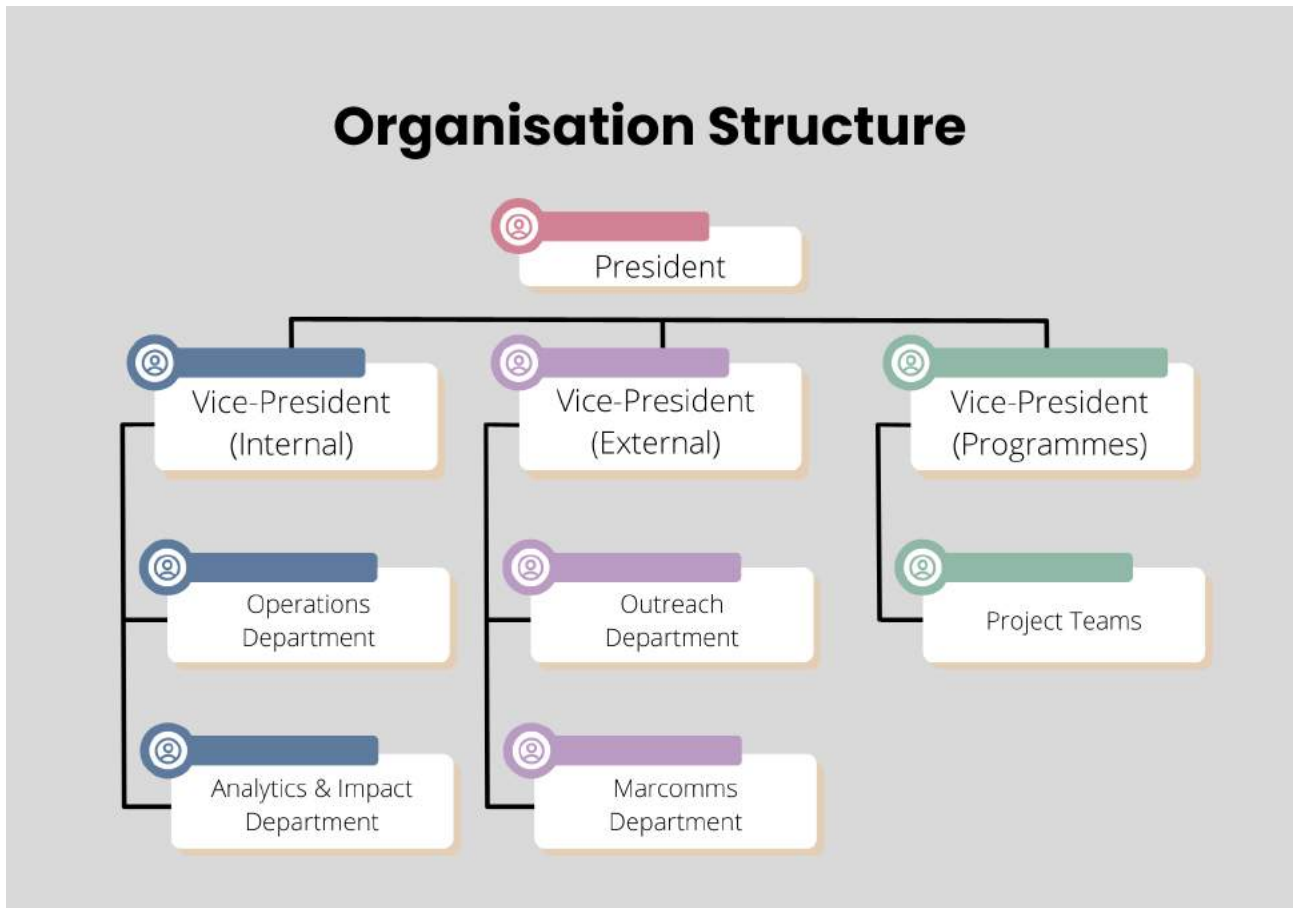
To all our volunteers who have contributed your precious time and effort, to our partners who trusted us in our early stages, and to the rest of the Board who provided strategic direction, thank you for believing in our cause and for strengthening our capabilities to move forward as we emerge stronger than before.



**Mr Adrian Chiang**  
Chairman, YouthHarmony

## Leadership

### Organisational Structure



The organisation is governed by a Board of Directors, a governing body responsible for overseeing and managing the organisation. Reporting to the Board of Directors are the Senior Management Team members who lead specific functions such as Marketing and Finance.

The charity's management committee is headed by a Chief Executive Officer (CEO) and President. All board directors and management committee members of YouthHarmony are volunteers and do not draw a salary. However, there has been one paid intern hired under the Youth Corps Community Internship Scheme.



## Our Board of Directors



**Adrian Chiang**  
Chairman  
Appointed since 20 Oct 2020



**Lee Yi Terng**  
CEO and Founder  
Appointed since 20 Oct 2020



**Lee Jin Jun**  
Director  
Appointed since 20 Oct 2020

## Our Advisory Council



**Mr Alvin Tan**  
***Individual Advisor***

Minister of State for Culture,  
Community and Youth & Trade  
and Industry



**Dr Timothy O'Dwyer**  
***Institutional Advisor***

Head of Contemporary Music at  
LASALLE College of the Arts



**Mr Gerald Lim**  
***Institutional Advisor***

Singapore Polytechnic Media,  
Arts & Design School (Music &  
Audio Technology) Industry Rep



**Dr Zechariah Goh**  
***Institutional Advisor***

Senior lecturer of composition at  
the Nanyang Academy of Fine  
Arts, Composer



**Mr Sam Yap**  
***Institutional Advisor***

Programme Chair (Diploma in  
Sonic Arts), Republic Polytechnic



**Mr Cyrus Chen**  
***Corporate Advisor***

Head of TuneCore, SouthEast  
Asia

## Our Senior Management Team

### External Division



**Lee Yi Terng**

Chief Executive Officer (CEO)

Appointed since 20 Oct 2020



**Guan Xin Wong**

President Secretary

Appointed since 5 Sep 2022



**Bryan Tang Cheng Ci**

Secretary (External Division)

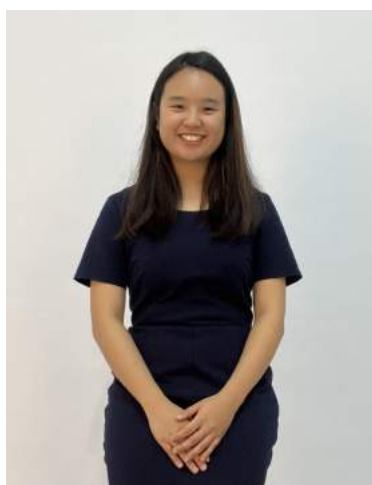
Appointed since 13 Sep 2022



**Zolyn Wong**

Marcomms Director

Appointed since 22 April 2022



**Vera Lim Wen Yi**

Outreach Director

Appointed since 27 Dec 2022

## Internal Division



**Iman Binte Mohamad Falmi**

Vice President (Internal)

Appointed since 20 Jan 2022



**Jun Hong Hoo**

Operations Director

Appointed since 15 Feb 2023



**Tey Jia Ying**

Analytics & Impact Director

Appointed since 13 Sep 2022

## Programmes Division



**Gan Xin Chen**

Vice President (Programmes)

Appointed since 28 Feb 2022

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## Governance

### Role of the Governing Board

The Board of Directors is the highest policy-making body in the Company and is responsible for the management of the Company. The Board provides strategic direction for YouthHarmony's initiatives and objectives and propels the organisation towards our vision and mission.

The Board has the following functions and powers: —

- (a) To nominate the head of each responsibility - auditing, executive, and youth development - and oversee and audit their performance;
- (b) To oversee the budget prepared by the management committee at the start of the year;
- (c) To review and receive regular reports on the Company's performance in meeting its budget and present it to the Board of Directors;
- (d) To oversee capital campaigns of the Company and raise funds for the Company;
- (e) To raise and administer funds to further the objectives of the Company.

### Term Limit of Board

Any director appointed under YouthHarmony Ltd. holds office only until the annual general meeting at which his or her 3-year term ends and is then eligible for re-appointment by ordinary resolution. A retiring director is eligible for re-appointment.

The Company may, by ordinary resolution, remove any director before the expiration of his or her period if the aforementioned director satisfied one, or more than one, of clauses 34 (a) to (l) of the YouthHarmony Constitution.

### Board Meeting and Attendance

A total of four (4) meetings and one AGM were held during the financial year. The following table sets out the individual Board member's attendance at the meetings:

Name of Board Member	Attendance Rate
Adrian Chiang	100%
Lee Jin Jun	80%
Lee Yi Terng	100%

## Disclosure of Remuneration and Benefits Received by Board Members

No Board Members were remunerated for their Board services in the financial year.

## Disclosure of Remuneration of Three Highest-paid Staff

No staff members was remunerated for their services this financial year. Everyone was a volunteer. However, one intern was hired under the Youth Corps Community Internship Scheme, with a monthly allowance of SGD \$800.

## Conflict of Interest Policy

All Board members and staff are required to comply with the charity's conflict of interest policy. The Board has put in place documented procedures for Board members and staff to declare actual or potential conflicts of interest on a regular and needs basis. Board members also abstain and do not participate in decision-making on matters where they have a conflict of interest.

# Highlights of the Year

## Summary of Financial Performance

All stated amounts are in Singapore dollars (SGD).

Total Income: \$10,465

Total Expenditure: \$5,762

Surplus for the year: \$4,703

### INCOME

Revenue	\$2,260
Other income	\$8,205
<b>Total</b>	<b>\$10,465</b>

### EXPENDITURE

Bank charges	\$107
Employee benefits	\$2,171
Event Expense	\$1,088
Miscellaneous	\$466
Professional fees	\$1,930
<b>Total</b>	<b>\$5,762</b>

## Major Financial Transactions

- Professional Fees: \$650
- Audit Fees: \$1,280



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## Charity Status

YouthHarmony has officially been granted Charity Status from the Commissioner of Charities as of 12 May 2022.



## Our Work: Programmes and Activities

### Youth Corps Community Fair

In July 2022, YouthHarmony was invited to participate in the Youth Corps Singapore Community Fair (YCCF). The YCCF was organised by Youth Corps Singapore and allowed aspiring youth volunteers to discover and learn about opportunities to serve with various causes or communities championing various causes ranging from children and youth, seniors, special needs, mental health and more.

YouthHarmony set up a booth and conducted a jingle-making workshop for participants to try their hand at music. Not only did YouthHarmony increase its exposure to the broader volunteer community, but it managed to recruit more members to help out with our events as well.



## Great Bay Fiesta

As part of SG Cares Giving Week, YouthHarmony showed our support as a partner in the Great Bay Fiesta in December 2022. To bring community service to the heartlands, YouthHarmony set up a booth for members of the public to engage with music installations and instrument making. Through simple activities like rhythm tapping, we sought ways to make music accessible and fun to members of the public and are heartened to see the enthusiasm and participation of people of all ages. Furthermore, YouthHarmony also added an option for members of the public to make their instruments at the booth and the option for them to donate the instruments for future YouthHarmony events as well. This way, they are indirectly helping out with the future iterations of YouthHarmony events whilst engaging in a simple DIY project at the booth.

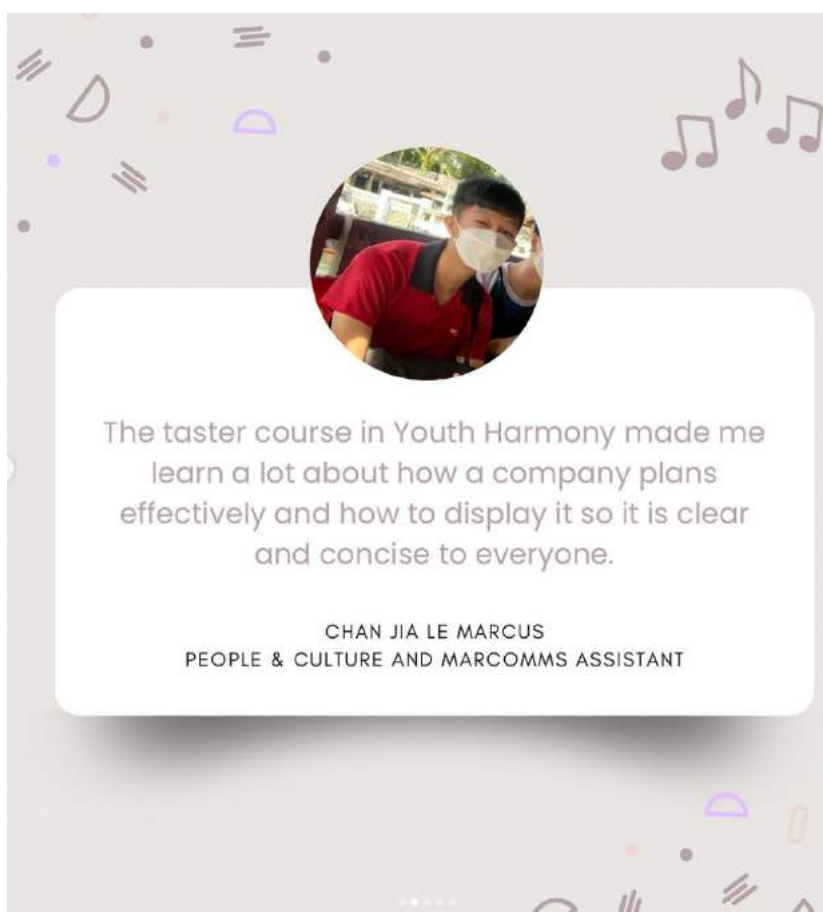
Through the Great Bay Fiesta, YouthHarmony also shared more about our work with the public and is greatly appreciative of the support shown by the public through their time and interest.



## Taster Course

Recognising the barrier to entering the music industry, YouthHarmony worked with Zhenghua Secondary School for a Taster Course in 2022. Students from ZhengHua Secondary School were attached to YouthHarmony for a week in November.

Students were allowed to work closely with YouthHarmony Directors on actual issues and projects the organisation was tackling and working on. Each student was given the chance to try their hand at different functions of the organisation, such as Human Resources, Marketing, Events Management, Fundraising and others. After having a glimpse at the inner workings of their respective departments, the students wrapped up their internship experience by embarking on a project based on the realities YouthHarmony is facing and presented their proposed solutions in the form of a pitch to the Senior Leadership in YouthHarmony.



## Project Poco a Poco

As part of YouthHarmony's mission to empower all youth musicians, Project Poco a Poco aims to build a foundation in music for youths at risk who would otherwise not have the opportunity to learn a musical instrument. Just as the Italian term "poco a poco " means "little by little", Project Poco a Poco hopes to foster music appreciation in youths and gradually generate interest in them to be part of music-making.

The project aims to provide instrument-learning opportunities and foster music appreciation in youths. Through lessons and instrument practice, youths would develop discipline and commitment and form lasting friendships between youth participants and youth mentors. Further, our youths would gradually build their confidence by gaining new musical skills and learning to express themselves freely through music.

From 28 May 2022 to 31 July 2022, our volunteers taught foster children from Epworth Foster Care to play the Cajon. A mini-concert was held at the programme's end to showcase what they have learnt to their foster family. Moreover, these foster children were able to keep their Cajon at the end of the programme, play it after the programme as a hobby or to further their musical interests.

Project Poco a Poco raised more than \$2,000 to fund the programme. Excess from the event was donated to the beneficiaries.



## Youth Music Day 2021

The arts are a powerful tool for youths to express themselves and pursue growth and self-discovery as youth leaders. Youth Music Day (YMD) was a music event that served as a local platform for youth musicians to gather based on common interests and obtain industry exposure.

Through YMD, our participants bonded and interacted with one another and formed meaningful friendships and interactions. Every programme in YMD had been carefully curated to optimise youth participation and engagement to maximise the benefits for our youth musicians.

YMD consisted of a variety of programmes such as masterclasses, workshops, sharings, performances, a panel discussion and more. The event saw partners and sponsors from public, private, institutional and community groups. Some of them included TuneCore, Musette.Live, the TEH Trio and more.

The event was also the first to introduce live coding in Singapore, which is the art of building music from scratch in front of an audience using code and then playing it live. Melbourne-based musician Allison Walker conducted a sharing and a live performance on this topic.

Through this event, we empowered and supported youths in their musical development and personal and leadership development, as well as encouraged them to step up and serve the community with their music.





## Special Interest Groups

Through this initiative, youths are encouraged to form their special interest group (SIG) that works on any specific music genre, instrument or interest. From brass ensembles to choirs and composers, the possibilities are endless. YouthHarmony aims to provide our SIGs with spaces and funding to hold their gatherings, sessions and events.

Entirely run by youths in the community, we hope that the SIGs will become autonomous and run their regular meetups and sessions, thus increasing the frequency and regularity of local music events for our youths. We launched the programme in January 2022 and have since seen our SIGs contributing in areas like music therapy sessions by Mojito and volunteer appreciation concerts with Youth Corps Singapore by Off Topic.

We want to empower youths to shape their community and contribute to society. SIG is the perfect opportunity for our youths to do so in a safe and supportive environment. To date, SIGs have free access to jamming facilities on weekends, and YouthHarmony is also actively engaging with external partners for performance opportunities for SIGs.



## Viaggio:Education

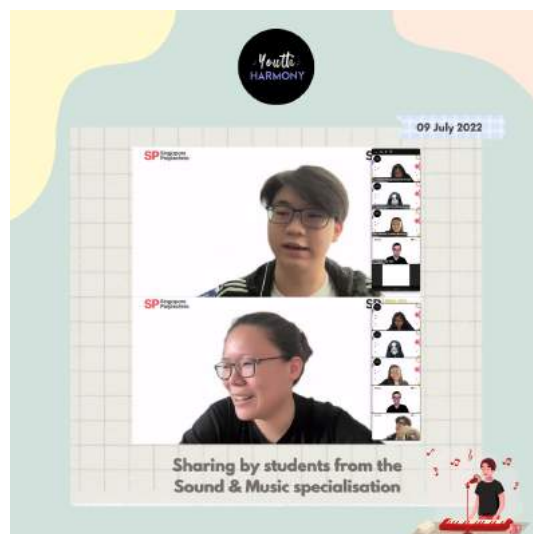
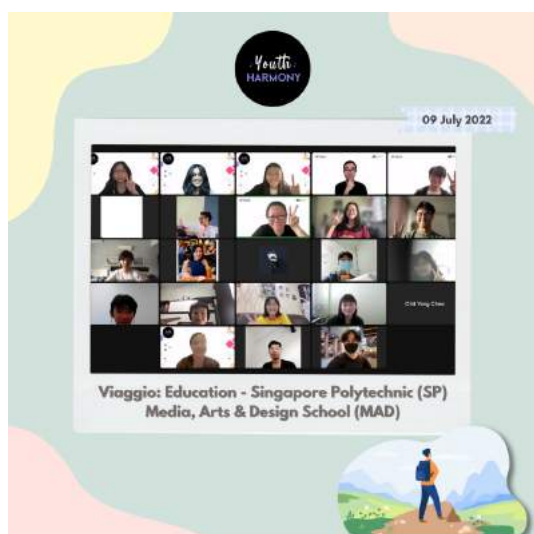
Viaggio, Italian for “journey or voyage”, is a series of events delivered through virtual mediums that gives youth musicians in Singapore a chance to learn about and explore various pathways in the vibrant local music industry.

Viaggio features sharing sessions from educational institutions, industry professionals, and companies. This will help aspiring youth musicians in Singapore better understand the available music pathways and career opportunities and, subsequently, encourage them to pursue the arts industry.

The first edition of the series begins with Education, a one-day event for music school partners to share their music education offerings. Participants may share their enquiries and their experiences and network. This event gave our youths the exposure and opportunity to commence or further their studies in music. Participation is free-of-charge and open to all.

Our partners for this programme include Lasalle College of the Arts, Singapore Raffles Music College, Singapore Polytechnic, Republic Polytechnic and Nanyang Academy of Fine Arts (NAFA).

Each event was held on Zoom virtually for an hour. Youths of all ages and their parents are invited to discover more about music education in Singapore and the possibilities and opportunities of such a pathway.



## Upcoming Events

### Song of the Heart

#### Overview

As part of YouthHarmony's mission to bring music to all youths, Song of The Heart aims to use music as a medium for youths at risk to express their thoughts and emotions where they might have otherwise found it difficult to do so. Song of The Heart endeavours to encourage these youths to reflect on their experiences and build self-confidence through music-making.

The programme hopes to provide at-risk youths with a safe and respectful environment to step outside their comfort zone and explore their emotions, reflect, and share their stories. We hope they gain confidence from songwriting based on their unique stories and form meaningful and lasting relationships between the youth mentors and other youth beneficiaries.

The programme's main beneficiary is the Youth Guidance Outreach Services (YGOS) which manages youths at risk at the secondary school level. The programme is designed to encourage our beneficiary participants to reflect deeply on their experiences and openly share their thoughts and emotions with the mentors. At their age, these youths undergo self-discovery and can communicate their experiences and emotions. As such, we believe the reflection and songwriting process will particularly benefit them.

For Song of the Heart, 12 weekly lessons will be conducted, during which nine youth beneficiaries will be taught the basics of songwriting by our volunteer mentors, and they will get a chance to write their very own songs. The programme will culminate in a graduation performance, where the youths get to perform their songs alongside other musicians to showcase what they have learnt and, more importantly, to provide a safe environment where they can express themselves through the songs they wrote.

The programme will be conducted at YGOS centres from 30 Jan 2023 to 17 Apr 2023.



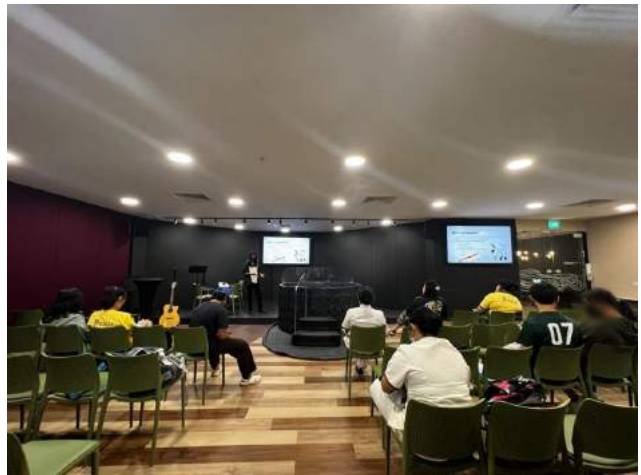
## **Sustainability**

Good fund stewardship is essential in maintaining sustainable programmes and operations. YouthHarmony is determined to create a sustainable impact beyond the duration of initial funding. We intend to scale the project after this pilot programme concludes and run the programme on a rolling basis at YGOS.

These are measures which we will take to ensure the sustainability of the project:

- a) Keyboards procured during this pilot run will be reused for future programmes
- b) Youth mentors who have learnt from the professional coach will be invited to return as coaches in subsequent runs of the programme, to share their knowledge in songwriting and their experiences of mentoring youths-at-risk
- c) Youth beneficiaries who demonstrate an interest in songwriting will also be invited to return as mentors

At length, we aim to funnel youth mentors and beneficiaries alike from the current run to the next, through which we hope to create a positive feedback loop that will lead to a self-sustaining model where youths are empowered to guide and uplift fellow youths.



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## Music with Heart

Music with Heart is an initiative that aims to give back to the community through music. We hope to bring music to more people in the community, particularly the disadvantaged and vulnerable. To drive this initiative, we will tailor events and sessions, such as workshops and performances suitable for our beneficiary communities.

Through Music with Heart, the youth volunteers and our beneficiaries would benefit from cross-learning opportunities and positive shared experiences. At the same time, we hope to raise awareness among our youths about the existing social issues in Singapore, such as elderly care and underserved communities.

Moving forward, we aim to develop our youth music volunteer pool and amass resources, frameworks, contacts and learning pointers from previous projects to help more youths kickstart their initiatives in the community.

## Music Performances

As part of YouthHarmony's commitment to increasing opportunities for youths, YouthHarmony will be installing a series of music performances for youths to showcase their talents. Serving as a platform for youths to showcase their musical abilities, YouthHarmony hopes to see participation from the likes of CCA groups, youth bands and soloists for the music performances. It also serves as a medium to make arts more accessible by bringing music to the community.

YouthHarmony aims to make music performances as accessible as possible by encouraging performers of all music genres to apply and commit a portion of the audience to schools and vulnerable groups like youths at risk. This way, not only would youths have more opportunities to perform, but more would also be allowed to attend music performances and deepen their appreciation for music as a whole. In line with our commitment to providing a long-term approach to our programmes, the reservation of tickets for vulnerable groups acts as an enrichment to their musical journey as well and helps contribute to the breadth of their understanding of music as well.

Hence, with the dual benefit from music performances, YouthHarmony hopes to see more iterations of the programme in the future and is looking at avenues for collaboration to maximise its benefits.

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## Viaggio: Careers 2023

Following the success of Viaggio: Education 2022, we will be following up with Viaggio:Careers in 2023. The event will feature partners like Believe, Association for Music Therapy (Singapore), Snakeweed Studios and The A Cappella Society.

Many negative connotations are associated with an education or career in the arts. From artists being unable to “survive” to the belief that the arts are for those who “cannot study” – the notion that the arts play a non-essential role in society is not foreign to many. These negative preconceptions diminish the positive impact that arts, specifically music, have on society.

Furthermore, this leads to youths being very apprehensive about pursuing a career in the arts, mainly due to fears, uncertainties, or strong objections from loved ones.

Educating and informing them will allow them to shift their mindset towards an art career or education slowly.

Through this, the goal is to have more youths willing to pursue arts in our local institutions and contribute to the local music community in the future.

Each event will be held on Zoom virtually for an hour. Youths of all ages and their parents are invited to discover more about music education in Singapore and the possibilities and opportunities of such a pathway.

## Viaggio: Education 2023

Following the success of Viaggio: Education 2022, we will be following up with the return of Viaggio: Education 2023! This time, the event will be a physical one-day event with our institutional partners and others.

The event will feature sharings, performances and panel discussions from the various institutions and is targeted at allowing youths to be more aware of the various educational pathways available to them in the music industry.

## YouthHarmony Music Mentorship Programme

After identifying several problems, such as the lack of guidance, clarity and networks that youths have access to in the music industry, we decided to revamp our Mentorship Programme and relaunch it in 2023.

The result was a guided mentorship programme for youths to be skill-matched or interest-matched with professionals across the music industry that allows them to accelerate their understanding of the industry and pathways. Mentorship spans 3 months with 3 sessions of 1 hour each. The mentorship programme offers two tracks, Exploratory and Specialist, depending on the interest of the youth mentees.

Youths are paired with mentors based on their interests and mentor's area of expertise. The goals of the programme are to be sustainable, scalable and beneficial to all involved. It must build long-lasting bonds between youths and mentors as friends, and encourage more youths to explore pathways in the music industry.

We are currently targeting to pilot this programme in Jan - May 2023 with 20 mentees and mentors to gauge interest and demand, as well as garner feedback to improve the programme.

## Next Steps

After obtaining charity status, the work does not stop there. YouthHarmony plans to take it a “note” higher, focusing on developing strong foundations for long-term organisational scalability, sustainability and growth.

## Fundraising and TMT Grant Application

YouthHarmony will be applying for the Lam Soon New Horizon grant, where we can hope to receive funding and capacity-building resources. These can come in the form of the expansion of networks, impact evaluation and strategic assistance. On top of applying for this grant, we are looking to fundraise in other ways, such as selling merchandise and partnering with schools to provide masterclasses. Through fundraising and applying for the grant, we hope to better serve our community by delivering more impactful and meaningful programmes. At the same time, we hope to grow internally as an organisation to better understand our beneficiaries, plan programmes suited to their needs and execute our programmes.

## Further Development of Partnerships

Understanding the importance of partnerships in the non-profit sector, we are looking to onboard more partners and build deeper relations with existing ones. Collaborations between institutions or individuals aim to alleviate both parties and bring mutual benefit. Tapping on one another’s strengths and expertise will enable us to work more effectively towards a common goal.

## Board Renewal and Potential Expansion

As our Board of Directors enters their third year of service with YouthHarmony, a mandatory renewal is required. As we conduct the renewal process, we will also explore a potential expansion of the Board to reflect our current standing as an organisation and strengthen our top leadership capabilities.

Board members will be considered based on their competency, commitment, dedication and value to the entire Board and organisation.

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## Investment in Productivity Tools

To improve internal processes and volunteer welfare, we have also started adopting various technology and productivity tools to enhance and streamline our operations. This includes Zoom, Asana, Mattermost, Google Workspace, Lark, Oracle Netsuite and more.

Youths are trained to utilise these tools, allowing them to enhance their own skill set while improving their productivity in the organisation.

## Pathways (Education and Career Guidance)

Moving into FY22/23, YouthHarmony will be placing more emphasis on education and career guidance for youths in the music industry. This includes programmes and events like Viaggio and the Mentorship Programme. Our objective under this pillar is to allow aspiring youths to better understand and be aware of the musical opportunities they are able to pursue as a education or career pathway.

Thus far, initial pilot runs of programmes under this pillar have been positive, with almost monthly Viaggio events being supported and participated by our Institutional partners.

## Music for Good

Moving into FY22/23, YouthHarmony will also be placing greater emphasis on Music for Good programmes and their sustainability. We will be developing partnerships that enable us to provide a steady stream of programmes to a group of beneficiaries.

Our goal is to ensure that underprivileged communities are not devoid of the opportunity to be exposed to music.



**YouthHarmony Ltd.**

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[YouthHarmony](https://www.telegram.com/youthharmony)