

# EVERY YOUTH A SUCCESS STORY

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**My mistakes don't define me.  
I am a success story.**

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## trybe at a glance...



A social service agency that serves youth facing adversities



Over 70 full-time staff and around 150 active volunteers

140K

Reached out to more than 140,000 youths



Appointed by the Ministry of Social and Family Development to manage the Singapore Boys' Hostel (SBHL)



Appointed by the Ministry of Home Affairs to manage the Community Rehabilitation Centre (CRC)



Launched Growing Resilient Youth in Transition (GRYT)



One of the 10 state-appointed service providers for the Youth-At-Risk-Engagement (YARE) pilot programme





## OUR SERVICES

In Trybe, we recognize that youths in Singapore are faced with different adversities in life. These adversities require different levels of support and Trybe is committed to provide a continuum of services, ensuring that the different needs of the youths are met.

Trybe's intervention services targets youth in the community who possess significant personal or environmental factors that deem them to be at risk of offending. These services are designed to leverage on community and professional support to intervene and steer the youth toward a life that will contribute positively to society. Trybe currently runs **Chrysalis** as part of its intervention services.

Trybe runs two state appointed gazetted institutions - **The Singapore Boys' Hostel** and **Community Rehabilitation Centre**. Both institutions serve to rehabilitate youth who have committed offences by addressing their primary offense, develop positive personal identity and build strong community support. We use an evidence-based framework, Risk-Needs-and-Responsivity model, to guide in rehabilitation work with our youths in both institutions.

Trybe provides two reintegration services - **G.R.Y.T** and **OASYS**. These services targets youth who have been discharged from an institution and requires continuous support to help them reintegrate back into society.

We understand that youths discharged from institution face significant social adaptation issues, which can include family and community stigmatization, and the ensuing negative impact on their ability to rebuild individual and social capital. Unless they receive help to face these issues, they risk getting caught up in a vicious cycle of failed social integration, reoffending, reconviction and social rejection.

## DIVISIONS

There are five Divisions in Trybe, three of which provide direct services to the clients and two supports the company in its business development and corporate functions.

### Community and Youth Services (CYS)

CYS seeks to empower youths facing adversities, by developing their strengths, increasing their social support and reducing risks in their lives. Through the different service approaches, CYS works closely with clients, their families and the stakeholders to restore relationship, strengthen positive systems and overcome challenges in the development of the youths. The division covers two broad categories of service - Outreach & Intervention and Rehabilitation & Reintegration.

Outreach & Intervention serves as a preventive measure so that at-risk youths will experience a decrease in risk/harm to self and others, and will not commit offences. Meanwhile, Rehabilitation & Reintegration offers community reintegration support for youths who are exiting institutions and rehabilitation support for youths struggling with substance addiction abuse in the community.

Both services focus on helping the youths work toward living purposeful lives away from addictions and offences and includes therapeutic work along with leveraging on community resources to enrich and strengthen the support for the youths.

### Singapore Boys' Hostel (SBHL)

At the Singapore Boys' Hostel, our mission is to build the youths towards success through restorative coaching, constructive engagement and community reintegration in a therapeutic environment. We believe that their past does not define them and we work closely with them towards the long-term outcome of wanting to lead a crime-free life and contribute positively to the society after their discharge. We adopt a holistic approach in working collaboratively with government agencies, social service agencies, schools and community partners involved in empowering the lives of these youths and their families.

### Community Rehabilitation Centre (CRC)

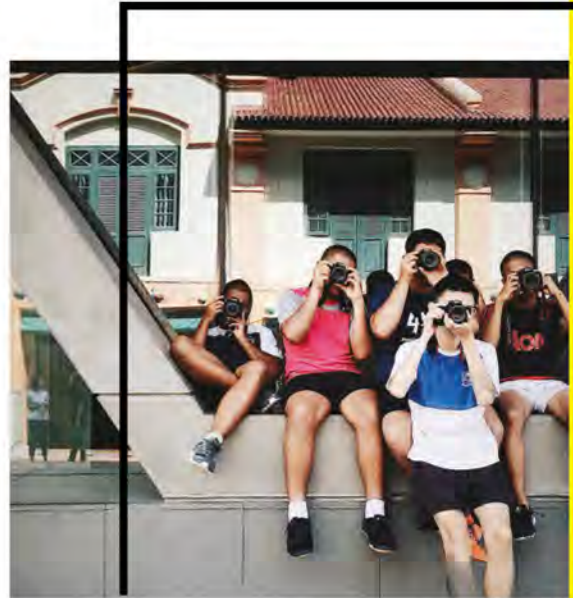
At the Community Rehabilitation Centre, we are committed to journey with our youths towards being drug resilient. Through the immersion in a Transformational Environment, and the support of coaches, social workers, and counsellors, we seek to develop their personal and social resources. These include the development of positive motivations and traits, understanding of their addiction cycle, reduction of risk factors, and hope in themselves and their future. Concurrently, we collaborate with their loved ones and the community, who are key as catalyst, and support, for the youth's prosocial lifestyle. What drives us in these efforts is our belief in our youth's ability to rise above adversities, and to turn them around to become part of their individual success story.

### Corporate Services (CS)

The Corporate Services Division was set up to provide Human Resources, Finance & Accounting, Technology & Infrastructure, Administration and Governance services to the whole of Trybe. Its primary goal is to ensure a fully functional and operational Trybe, thereby leading to the realisation of the overall organisational vision and mission.

### Strategy and Development (SD)

Strategy & Development Division develops the Company's strategic plan which directs Trybe to achieve its mission through the development and implementation of its strategic thrust. Through the strategic plans, the Division lead and communicate with the Company the Company's goals, the actions needed to achieve those goals and all of the other critical elements identified. The Division also set priorities in the company, focus energy and resources, strengthen operations, ensure that employees and other stakeholders are working toward common goals and establish agreement around intended outcomes/results.



## Trybe Limited

### ABOUT US

Established in 1995, **Trybe** is a social service agency that serves youth facing adversities. A member of the National Council of Social Services (NCSS), Trybe is a charity that has been granted the Institute of Public Character (IPC) status.

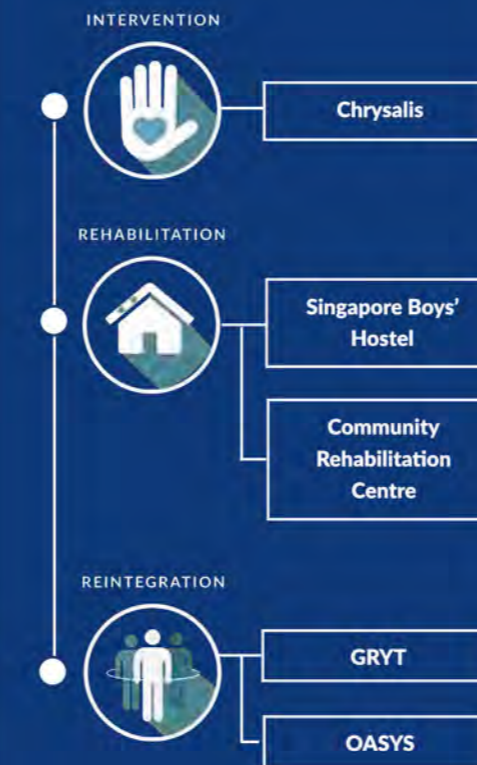
Our vision is **"Every Youth a Success Story"**. We believe that all youth are able to reach the fullest of their potentials to live successful lives. Thus, we are united by our mission - **to journey with youth who face adversities to lead purposeful lives, inspiring them to impact others.**

Through our **Community & Youth Services (CYS) Division**, and management of the **Singapore Boys' Hostel (SBHL)** and the **Community Rehabilitation Centre (CRC)**, Trybe provides youth with guidance and offer support for their families and communities by engaging them in our services spanning across developmental, prevention, intervention and rehabilitation work.



**Our ambition is to inspire the young people we work with, to be role models for them to reach out to, and challenge them to be the best they can be.**

## Continuum of services



**In an ever-changing social landscape and the emerging complex needs of youths, we are constantly seeking ways to develop and improve the services we provide in order to make a difference in the lives of youths, their families and the community.**



“ During my internship, I learnt that there is no one-size-fits-all solution. At Trybe I improved my critical thinking and analytic skills. I also realised the importance of a social service agency as I saw how **Trybe can impact so many lives.** ”

- JOAN TEO, INTERN

“ It’s simply a joy to serve the youth and to see their **lives transform through the leadership lessons and trainings.** It is the joy that fuels me to volunteer at Trybe.”

- MENG WEE, TRYBE VOLUNTEER



“ I really appreciate the staff who have journeyed with me through my time in Hostel. I’ve learnt the **value of discipline and had a change in my attitude.** ”

- JACKSON, TRYBE YOUTH

“ In the Hostel, Trybe staff Mr. Jacob would always say ‘All of you are like my son.’ But for us, **he really is a father.** ”

-RISHWAN, FORMER TRYBE YOUTH



“ When I was tempted to take drugs again, I would immediately call and inform my caseworker. **He was the strong pillar of support** that I needed during that time. ”

-NARISH, FORMER TRYBE YOUTH

“ Without my caseworker’s support, I could have easily fallen into depression. ”

-THEODORE, FORMER TRYBE YOUTH



[www.trybe.org](http://www.trybe.org)