



serve.



educate.



empower.

2023

SOLS Foundation

Annual Impact Report



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Message from our Founder-CEO

Dear Supporters and Friends,

With immense pride, we present our 2023 impact report, a year marked by consolidation, growth, and optimism. We're deeply grateful for your continued support in empowering Malaysia's underprivileged communities.

2022 was about resilience and adaptation. This year, we focused on solidifying our foundation. A key investment was building our team's capacity. Through our involvement in the prestigious 2023 Digital Equity Accelerator, 19 Foundation team members gained over 600 hours of training, and 10 hours of mentorship.

By investing in team development, we equip them with the knowledge, skills, and passion to deliver the highest quality services and programmes. This, in turn, translates to meaningful and sustainable benefits for the individuals we support.

The results are transformative. We've witnessed deeper connections, tailored support, and built pathways for individuals to break the cycle of poverty. Their stories inspire us, reinforcing our vision: a Malaysia where everyone thrives.

Our journey continues. With your support, we'll expand our reach, offer innovative solutions, and empower even more individuals.

Together, let's build a more inclusive Malaysia. Thank you for being part of this transformative journey.

With sincere gratitude,

Teacher Raj Ridvan Singh





Who We Serve

We are dedicated to serving the B40 youth demographic in Malaysia, with a specific focus on indigenous communities - the Orang Asli and Orang Asal - and on Technical and Vocational Education and Training (TVET) for youth. For a comprehensive understanding of The B40 landscape, explore our B40 characterisation map.

Link: [B40 characterisation map](#)

Who are the B40?



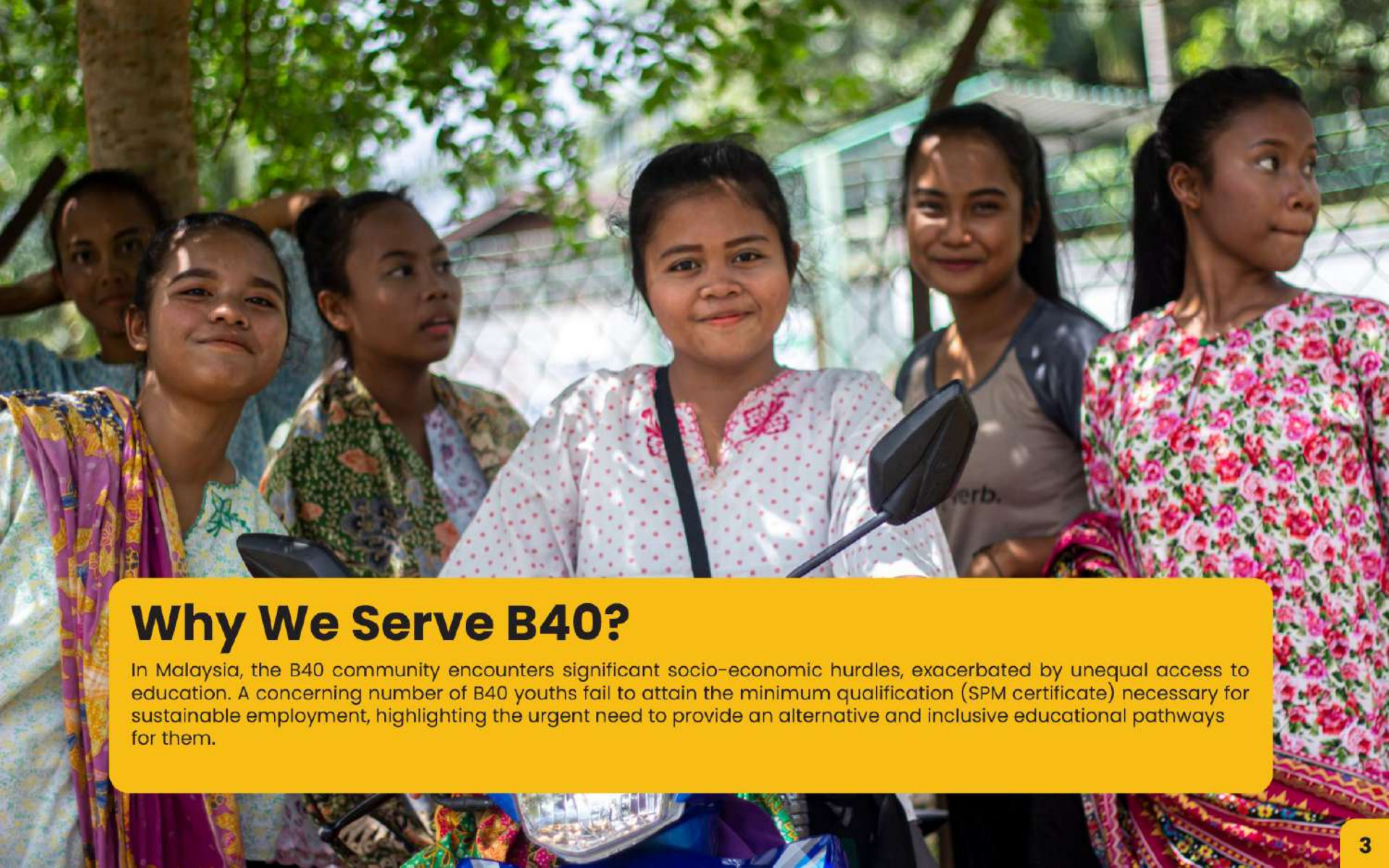
The B40 represents the **bottom 40%** of households in terms of income distribution within a country, typically characterized by low-income levels and limited access to resources and opportunities.



3.2 millions households
earning < **RM5,250/ month**
(B40 category) in 2022

Source: Household Income Survey Report (2022), Department of Statistics Malaysia, Ministry of Economy





Why We Serve B40?

In Malaysia, the B40 community encounters significant socio-economic hurdles, exacerbated by unequal access to education. A concerning number of B40 youths fail to attain the minimum qualification (SPM certificate) necessary for sustainable employment, highlighting the urgent need to provide an alternative and inclusive educational pathways for them.



Our Vision

A world where low socio-economic status individuals are able to move out of poverty and reach stable middle class outcomes while contributing to nation development.



Our Mission

Our mission is to equip the B40 with knowledge, skills and motivation, moving them out of poverty towards middle class through education, training, personal development and employment support.

What We Do

SOLS equips the B40 with knowledge and skills to progress out of poverty through language, educational courses, training, personal development and employment support.



2023 Overall Implementation Highlights



RM 3.61M
total fundraised amount



466
online classes
delivered



134 total
modules delivered



1,467 total
delivery hours



11,873
total participants
reached



2,622
direct participants
graduated



674
in-person
classes delivered



50 Orang Asli
homes
electrified



4 Orang Asli
villages
electrified

Solar Academy



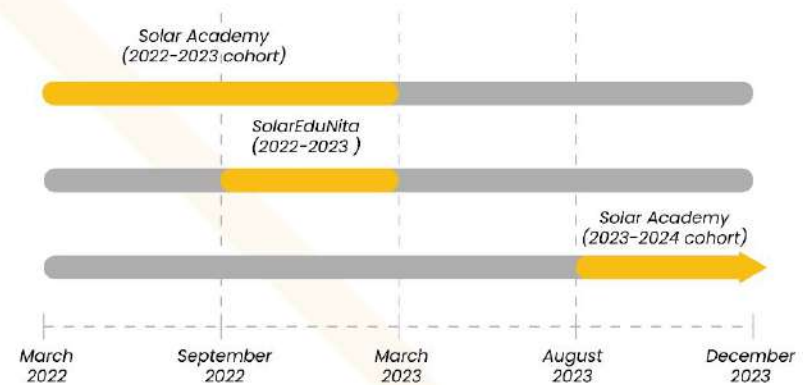
2023 Implementation Highlights

Solar Academy is a training and employment placement initiative, dedicated to empowering participants with comprehensive knowledge and technical expertise in renewable energy and solar panel installation. Since its inception in 2015, Solar Academy has been instrumental in cultivating talent in the renewable energy sector.

More than just technical skills, the programme encompasses a holistic approach, integrating digital literacy, life skills, and personal and professional development. By fostering job readiness and equipping participants with the tools for success, Solar Academy supports individuals in pursuing rewarding careers as solar PV installers, facilitating continuous growth and advancement in both their professional and social lives.

In 2022-2023, a programme specifically tailored for female Orang Asli youth called SolarEduNita was briefly implemented. This programme reflects our commitment to inclusivity and empowerment, extending the reach of renewable energy awareness and skill-building to marginalised communities.

Programme timeline



Solar Academy enrolment growth



Skills Hub

2023 Implementation Highlights

Since its establishment in 2020, Skills Hub has been serving B40 communities with a curriculum covering a range of topics across three pillars: hard skills, life skills, and professional skills. These modules equip youths with essential competencies such as job readiness, career advancement, professional communication and others.

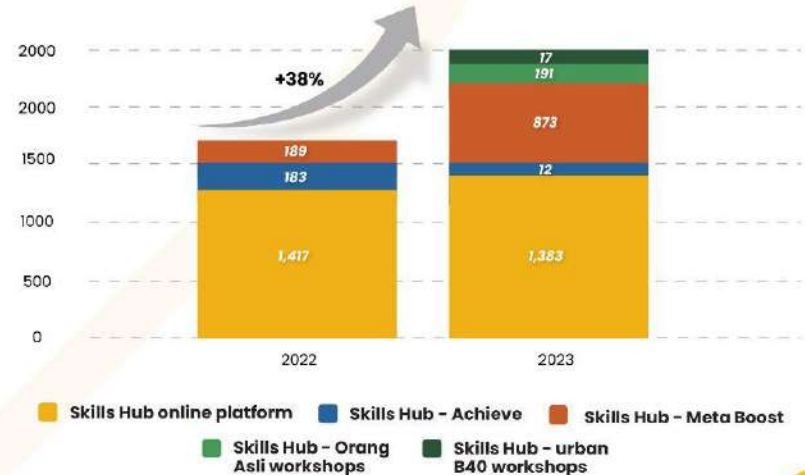
Achieve, Meta Boost, the online platform and the workshops aim to reach the B40 in multiple formats and modalities. Serving as a lifelong companion in their educational, professional, and personal progression journey, Skills Hub empowers youths to navigate their path to success with confidence and resilience.



Programme timeline



Skills Hub enrolment growth



TVET Academy



2023 Implementation Highlights

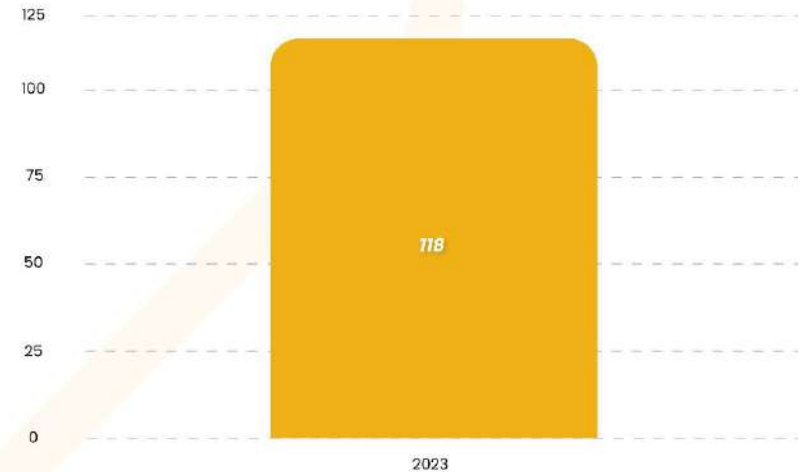
TVET Academy is a programme designed to empower youth in Technical and Vocational Education and Training (TVET) institutes, supporting their academic success, facilitating transition into suitable employment and fostering advancement in their careers and social lives.

In 2023, in partnership with the Malaysian Ministry of Youth and Sports, through the Rakan Muda programme, we engaged with participants from four TVET institutes. The primary focus was on preparing final year students for successful job applications and enhancing their proficiency in utilising digital technologies for work.

Programme timeline



TVET Academy enrolment

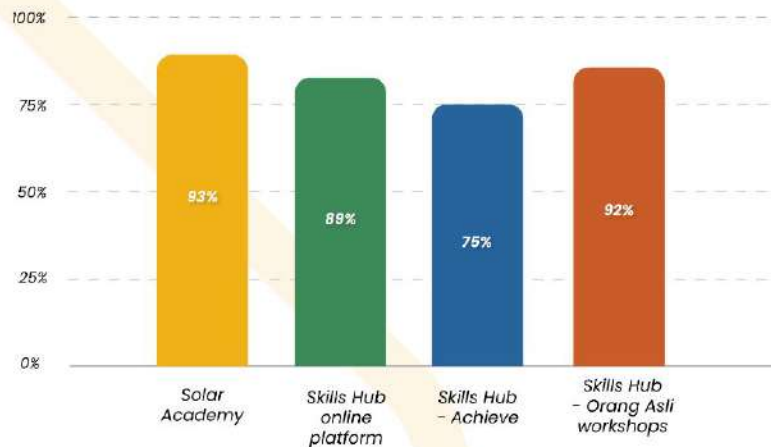


Participant Experience Feedback

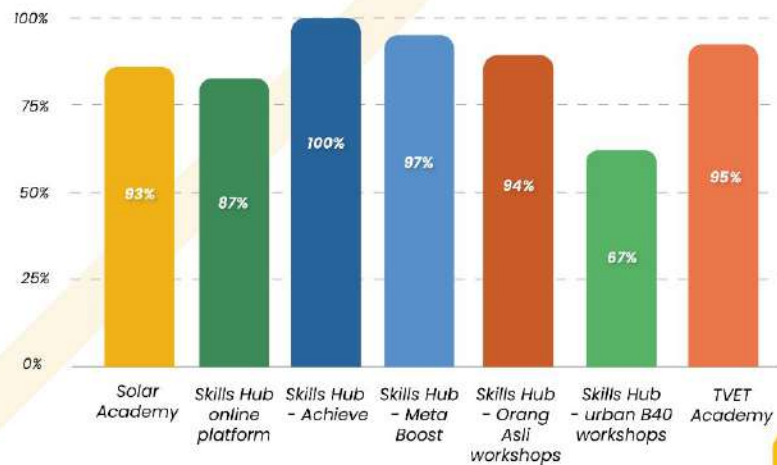
2023 Implementation Highlights

The participant satisfaction and perceived relevance of our programmes stand as a testament to our dedication to provide top-tier educational services. These insights validate our efforts and guide us in refining our offerings to better meet the needs of those we serve.

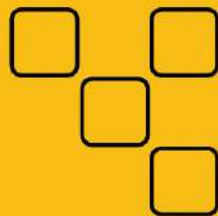
Overall participant satisfaction



Relevance & helpfulness



Kampung Solar



2023 Implementation Highlights

The Kampung Solar project has been operational since 2022, with the primary objective of providing electricity to some of Malaysia's most remote off-grid indigenous villages. By electrifying these rural homes with free and sustainable energy, the project aims to enhance productivity, facilitate educational opportunities for children, and bolster overall household savings, ultimately contributing to poverty reduction. Utilizing Pico Solar PV Technology, known for its cost-effectiveness and energy efficiency, the project has successfully electrified a total of 107 homes across seven off-grid Orang Asli villages since its inception. In 2023 alone, 50 homes in four villages benefited from this project, marking significant progress in improving the living conditions and socio-economic well-being of these marginalized communities.

**39
Homes**

Kg. Orang Asli
Jeram Kedah,
Negeri Sembilan

**3
Homes**

Kg. Orang Asli
Ngoi Ngoi,
Negeri Sembilan

**5
Homes**

Kg. Orang Asli
Sawah,
Negeri Sembilan

**3
Homes**

Kg. Orang Asli
Pabai,
Negeri Sembilan



50,034
hours of productivity



176
people gained
energy access



RM100,068
energy spending avoided

Impact Meta Model

01

Empowering the B40 youth

through developmental programmes, work and entrepreneurship skills (professional and life skills), and employment opportunities to impact and transform their education and work outcomes.

02

Improving the ecosystem

through providing access to employment and financing, the setup of support systems for those who risk falling behind, and enabling opportunities for employment and apprenticeships.

03

Enabling the sector

through sharing data and knowledge of our sustainable impact model and solution designs, as well as building coalitions and networks with governments and agents of change to scale impact.

Strategies

SOLS Foundation works towards middle-class outcomes for the B40. We do this by focusing our programmatic design around **3 broad intervention strategies**. These strategic objectives at an individual, ecosystem and sector level are essential to creating real, transformational impact.



Solutions

Our solutions are progressively orientated towards placing more B40 youth on the middle class pathway, and moving more B40 youth further on that pathway and closer to middle class outcomes.

01

Students learn a range of skills required for them to be job ready and to find it easier to adapt in their work environment.

02

Our programmes focus on youth and young adults to enable them to convert their education into income right after graduation.

03

SOLS Foundation works closely with employers to understand the needs of their businesses and to ensure our participants are prepared for the business environment.

04

We provide support systems after the programme to cater to participants' needs progressively as they move towards middle class.

05

Children of school going ages will be the following audience for our solutions, as we advance in bridging the current gaps.



Azwanizuan

Haikal

Yamin

Nik Siti Maisarah

Participant Stories



**Fall down
seven times,
stand up eight.**

Azwanizuan Shah

Solar Academy 2022-2023 batch alumnus

In secondary school, I wanted to become a pilot. After SPM, I enrolled in a TVET college for electrical engineering and wiring training upon graduation. Unfortunately, the pandemic delayed my training by 2 years. Even after getting my wiring license, finding decent employment was a struggle. I could only secure a technician job in a shopping mall where I felt underpaid and frustrated with life.

One day, I saw my friend post about Solar Academy on his social media. I saw it as an opportunity not to be missed as it is related to wiring and guarantees a job after completion.

Upon joining Solar Academy, I was pleasantly surprised by its convenient location and well-equipped facilities. The programme offers not only technical skills but also opportunities for personal growth events.

The supportive environment boosted my confidence, leading to valuable connections with senior installers and clients. The most unforgettable memories are the dancing performance during the social night and the public speaking.

After graduating from Solar Academy, I secured a position as a Solar PV Installer with Social Empresa, where I now specialize in wiring. This job has significantly improved my income by 50%, allowing me to support myself in Kuala Lumpur and occasionally send money back to my family in Sibul, Sarawak.

Looking ahead, I aim to further my career by obtaining additional qualifications and pursuing higher education in electrical engineering with aspirations of becoming a Chargeman and potentially doubling or tripling my income in the coming years.

Haikal Hakim

Solar Academy

2022-2023 batch alumnus

I started working as a Pipe Insulator right after SPM. Then, I switched job and worked at a dragon fruit farm in Sepang, Selangor. Every day, I worked tirelessly, managing the farm and selling fruits to make ends meet. I wanted a career in culinary arts but my dream took a hit when a private college rejected my application due to lack of qualification in English.

One day, my father stumbled upon a Solar Academy advertisement shared in our neighbourhood WhatsApp group. Knowing the potential of the solar energy industry, a one-year course with a guaranteed job placement really caught my attention. Intrigued by the prospects, I decided to take the plunge and enrolled.

Uncertainty lingered in my mind as I embarked on this new journey. But deep down, I knew it was a chance to acquire new skills and broaden my horizons. I was particularly drawn to the opportunity to enhance my English and digital skills, and to explore my interest in technology.

As the programme unfolded, I was happy with the depth of knowledge offered. It wasn't just about Solar Panel installation. From improving my English proficiency to honing my teamwork and communication skills, the programme pushed me out of my comfort zone

Despite my natural shyness, I found myself gradually gaining confidence through the personal development activities.

One of the most valuable aspects of my Solar Academy experience was the opportunity to learn from other senior solar panel installers. Their insights into technical skills and the benefits of solar energy were invaluable. However, the journey was not without its challenges. Financial constraints also posed challenges, but my determination kept me going.

Today, I am employed as an Operations Officer at Social Empresa where I manage procurement processing and warehouse management. My income has increased by 20%, and I now enjoy social security benefits like EPF and SOCSO.

Looking ahead, I aspire to secure a salary increment in my current role and purchase a car to support my family's transportation needs.

**Every cloud
has a silver lining.**

Yamin Sharohhuddin

Skills Hub

online platform participant

I am the youngest of three siblings, born and raised in Jitra, Kedah. My father supports our family by selling soya drinks from a mobile motorbike stall. Despite our financial struggles, he made my education a priority, supporting me all the way through school to university at UKM.

During my first year of university, I realized the importance of upskilling, particularly in IT-related fields and knew I needed to learn to excel in my studies, despite my aversion to IT.

My journey with SOLS Foundation began when I stumbled upon Skills Hub classes while searching for free courses online. Motivated by the opportunity to acquire new skills, I registered for the classes without hesitation.

From my first few classes with Teacher Khaty, Teacher Farah and Teacher Low, I was impressed with the live and interactive nature of the deliveries. The motivating environment, coupled with the opportunity to earn free certificates, kept me coming back for more.

As far as I can remember, have attended more than 63 classes spanning over 125 hours with Skills Hub.

I found SOLS Foundation to be a source of motivation, offering a unique and engaging teaching style that helped me improve and learn new skills. The courses on digital skills, including Microsoft Excel and Google Sheets proved particularly beneficial, enabling me to create educational content for my YouTube channel and share knowledge with others.

The digital skills classes I attended with Skills Hub opened the opportunity for me to actively participate in IT-related roles in co-curricular activities at my university. I truly believe in the transformative impact SOLS Foundation could have on individuals' lives.

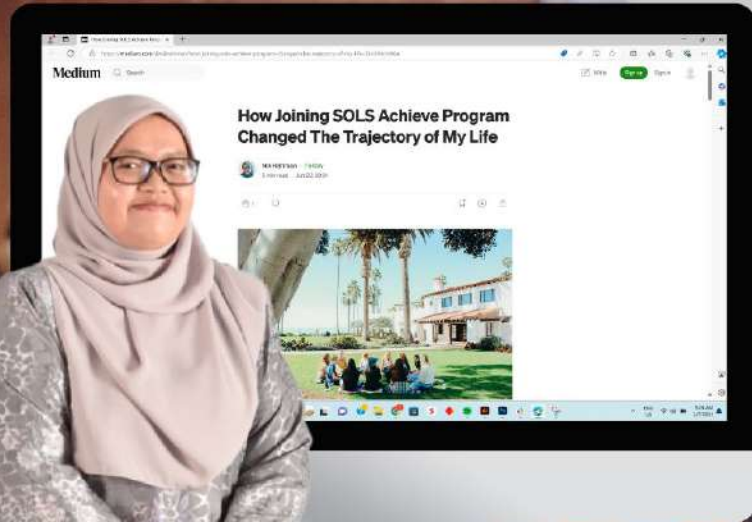
Looking to the future, I aspire to secure a permanent job in the field of sustainability and waste management. I want to be active again in my YouTube educational channel and hopefully pursue a doctorate someday.

**Motivated by
the opportunity to
acquire new skills.**

Nik Siti Maisarah

Skills Hub

Achieve participant



What is SOLS Achieve?

SOLS Achieve is one of many programs helmed by SOLS 24/7 (now by SOLS Foundation now), a non-profit organisation that strives to provide free and affordable education for the **B4Us** in Malaysia, regardless of race, religion, and gender.

Supported by Prince Trust International, the program runs for four months and is only available for the age range from 15 to 27 years old. The program aims to "develop self-management and presentation skills and improve interaction with others."

Once selected, the participants will be placed according to their age group, and each will be assigned an instructor.

How SOLS Achieve changed me

I hardly stutter anymore

Whenever I was in the spotlight, I'd eventually stutter, affecting how I connected with people (I stuttered sometimes even when I talked to my parents).

And it sucks, especially when you have the right comeback to a certain joke or an insult, or when a grand new idea just popped into your head, but you cannot say it properly.

When I joined the program, the instructor urged me and my classmates to be active in the topic discussed, while promoting a safe space where everyone could share their experiences and opinions. It put me on edge because I was terrified of airing my thoughts, but I reminded myself to be committed to the cause of improving myself. I had to let myself be uncomfortable.

I started to notice how I hardly stuttered when I attended some job interviews that I applied for. Usually, the stuttering was amplified when I was extremely anxious, but now, somehow, I manage to say complete sentences without breaking a sweat.

I hardly get jitters when talking to strangers

Talking to people felt daunting. That is the unfortunate truth for social anxiety havers — we dread and fear of god-knows-what. It is common for me to get jitters if I lampoon myself in any kind of social setting.

It can be as simple as getting a bottle of water at a convenience store — I shuddered absurdly when the cashier tried to ask whether I had a smaller note. That usually ended with me fumbling around my purse while keeping in mind the people lining up behind my back to not take extra time to pay for a single water bottle.

Final say



Photo by Hanneli Micaela-Ballico on Unsplash

Through the three months of dedicating myself to attending classes every week, I can see a vast improvement in myself. It does check every single thing that I want to achieve from the SOLS Achieve program.

If the program were to exist when I was still in high school, there would be a possibility that my life would turn out significantly different from thereon.

But, it's never too late to recognise the weakness that holds you back from achieving greatness by your standard. What matters is finding ways how you work through it in spite of it all, and live your life with zero regrets.

Thank you so much for taking the time to read my first article.

I did it. I finally did it.

I was holding myself back from posting because of impostor syndrome, but to beat that to quips, I had to face the demon and push through because there really is no other way to be good at something... unless you do it.



Written by Nik Rahman

108 Followers



Melaysia. I write about +class that I find interesting and aligned with my life principles. May or may not include literary criticism pieces from time to time.

Blog link: [Medium](#)



Participant Testimonials

Participant Testimonials

“

I'm glad that I came across SOLS Foundation class in Mastering Sheets: Conditional formatting. They're offering a flexible schedule, which may be perfect for students, especially those who are doing a part time jobs. It's really good enough for everyone who willing to increase their skills, which could benefit them for future improvise.

Togeswari A/P Ganeson

Skills Hub online platform participant

I myself used to feel lack of confidence when talking to strangers. When I decided to enrol into Solar Academy, people were saying it is a waste of money as the ticket price from Sarawak to KL is expensive. My parents were sceptical too in the beginning, but now they are OK. I think it's worth it that I enrolled into Solar Academy.

Mohamad Nashariq Bin Isahak

Solar Academy alumnus

”

“

Saya suka kursus ini kerana banyak membantu mempromosikan bisnes saya kepada kumpulan sasar. (I like this course because it helps to promote my business to the target audience).

Mohd Faizul Haika Bin Mat Khaizi

Skills Hub - Meta Boost participant

[Achieve is] The place where I improved in many ways especially in job hunting, awareness and communication skills.

Muhammad Hamizan Bin Mohd Amin

Skills Hub - Achieve participant

”

Participant Testimonials

“

Kursus ini sangat membantu bagi usahawan baru seperti saya dalam memperdigitalkan perniagaan saya. Terima kasih. *(This course is very helpful for entrepreneurs like me to digitalise our businesses. Thank you.)*

Muzalina Binti Mesran

Skills Hub – Meta Boost participant

Solar Academy is different because we need to think and be independent. Among all the knowledge that I've learned in Solar Academy, life skills was especially meaningful. I learned not to compare myself with others, identify my own capabilities, and work towards my strength. My life has changed, and I feel more confident.

”

Muhamad Haikal Hakim Bin Zulkarnaen

Solar Academy alumnus

“

I like this course because it helps me to recognize more features on Facebook and Instagram and how to engage with people in innovative ways. I really hope more people would join these courses as they will improve their network with others, especially for business purposes.

Mawar Yudiana Binti Mohamad

Skills Hub – Meta Boost participant

Very insightful. I was able to identify the challenges that I'm not aware of before the class session. Also learned ways to handle the challenges I faces. I would be happy to attend again along with any friend.

”

Iman Zulhaqim Bin Shahrul Azhan

Skills Hub online platform participant

Participant Testimonials

“

I always want to join the class but I didn't have time. Luckily I get to join this first class on creating SMART goal and it really inspired me. Hope will have more classes online for people like us that hard to travel just to learned new things.

Nur Shafiqah Hanim Binti Rakwi

Skills Hub online platform participant

Dapat menambahkan pengiklanan dalam fb dan meningkatkan tempahan dan jualan custom furniture. *(I could improve advertising on Facebook and increase the bookings and sales of my customised furniture business.)*

Norulhisyam Bin Samsudin

Skills Hub – Meta Boost participant

“

Attending interviews has been a challenge for many, with teachers and websites like SOLS helps those who seek help with online classes and answering the questions that we have.

Cherine A/P Benedict Philip

Skills Hub online platform participant

[Achieve] Improve[d] my communication skills and my teacher and classmates [were] supportive.

Nurul Syakilla Fitrah Binti Abdullah

Skills Hub – Achieve participant



Programmatic Impact in 2023



Why Solar Academy?

Many students that fall off the traditional educational trajectory need an opportunity to integrate into the working economy. Solar Academy is an excellent platform to do that. The government is investing in renewable energy and has plans to diversify its energy sources as set out in the Malaysian Renewable Energy Roadmap (MyReR). It has a target to generate 46,636 jobs in these sectors by 2025 with solar expected to be the second biggest contributor with 11,874 jobs. Given that the Solar Academy prepares the graduates to engage in this industry, it enables them to earn stable income, with opportunities for growth. Based on our latest survey, our graduates earned **83.2%** more on average than before the programme.

A photograph showing three workers in safety gear (yellow hard hats, high-visibility vests, and gloves) installing solar panels on a roof. They are working on a metal racking system. The background is filled with lush green tropical foliage, including palm trees. The scene is brightly lit, suggesting a sunny day.

How does the Solar Academy work?

The purpose of the programme is to equip targeted participants with solar installation skills and knowledge, technical, life skills and job readiness. This training will enable them to get a job as a Solar PV Installer, perform well on the job and continue to progress in their career and social life. The programme includes theoretical and practical training as well as apprenticeships. This prepares the participants for immediate employment upon graduation.



Solar Academy 2022/ 2023 Cohort

Programmatic Impact 2023

The Solar Academy 2022-2023 cohort graduated in February 2023. Within the first month after graduation, **91%** of graduates secured employment. Furthermore, nine months later, graduates demonstrated sustained job retention, career advancement, and increased income. This underscores the lasting impact and tangible outcomes of the Solar Academy programme.

Programme timeline



Economic outcomes 9 months post-programme



94%
in full-time employment



83%
find Solar Academy
relevant to current job



83%
employed in the renewable
energy sector



72%
feel positive about
their career progression



83%
increment of average income
since last drawn income before
joining Solar Academy



Solar Academy 2023/2024 Cohort

Programmatic Impact 2023

The Solar Academy 2023-2024 cohort started with a week-long comprehensive orientation of the programme. By the end of 2023, students successfully completed the theoretical component and seamlessly transitioned into the second phase of the programme which is a hybrid of theoretical and practical training.

Programme timeline



2023 Programme summary



79
enrolment



635
classes conducted

Mastery of knowledge (final assessment)



77%
English



57%
Solar PV



84%
Digital Skills



70%
Personal &
Professional Development

What's next for Solar Academy?

The goal of Solar Academy is to impact 300 participants in the next 3 years. As an extended support function, SOLS Foundation intends to design and integrate an extended version of the current job placement system by providing more job matching services for participants and potential employers. Based on the success of this partnership, we intend to explore other avenues of sustainability by implementing a placement model for job matching services.





Why Skills Hub?

While studying and working, there are a lot of skills and knowledge needed to be successful. It's assumed that youth and young adults would have this information, however, the B40 lack this exposure and access, hence having a harder time in studies and work. Skills Hub is designed to be that platform which provides them with access to learn all of these free of charge.

How does Skills Hub work?

Skills Hub classes are delivered live, both online and in-person. For online classes, learners sign up on the Skills Hub portal and choose a course from a wide range of topics covering education, career, and personal growth. The courses are modular in nature, where learners can create their own learning path. In-person workshops are conducted at host venues, such as Orang Asli villages, colleges, and community centers.





Skills Hub online platform

Programmatic Impact 2023

Entering its fourth year, the Skills Hub online platform continues its mission of providing tailored free education for the B40 and lower M40 demographics. Recent enhancements, including module updates, new content development, intensified marketing and participant incentives, have doubled our programme's outreach since 2022. With a 50% increase in class delivery and a 3.2% point rise in repeat attendees, these initiatives underscore sustained participant engagement and enthusiasm.

2023 Programme summary



9,675
participants reached



1,383
direct participants
graduated



77%
participants returned
for more classes



113
modules delivered



354
online classes delivered



531
delivery hours

Participant feedback



87%
course relevance



88%
would recommend
the programme



89%
overall satisfaction



Skills Hub – Achieve

Programmatic Impact 2023

After three years, the Achieve programme ended in 2023. Collectively, the programme has impacted 246 youths, including college students, youths in orphanages and rural villages. It provided soft skills like presentation and time management, enhancing their educational and job readiness, ultimately paving the way for their success.

2023 Programme summary



21
participants reached



12
direct participants graduated



13
modules delivered



29
online classes delivered



9
in-person classes delivered



57
delivery hours

Participant feedback



100%
course relevance



+66.7
net promoter score



75%
overall satisfaction



Skills Hub – Meta Boost

Programmatic Impact 2023

Meta Boost concluded its 8-month run in June 2023, impacting 1,007 entrepreneurs and marketers. The programme offered online classes nationwide and live workshops in Johor, Penang, Sabah, Sarawak and Pahang. Participants received training in using Meta Technologies like Facebook and Instagram to grow their businesses.

2023 Programme summary



1,737
participants reached



873
direct participants graduated



100
classes delivered



100%
participants returned for more classes



192.5
delivery hours



4
modules delivered

Participant feedback



97%
course relevance



+59.9
net promoter score



Skills Hub – Orang Asli workshops

Programmatic Impact 2023

In May 2023, the Skills Hub – Orang Asli workshops were initiated to address digital and financial skills gap. Targeting off-grid communities, live sessions focused on smartphone-based financial apps for youths aged 15 and above. Empowering participants with financial planning tools fosters greater security and independence.

2023 Programme summary



191

direct participants graduated



7

Orang Asli villages visited



2

modules delivered



7

workshops delivered



28

delivery hours

Participant feedback



94%

course relevance and usefulness



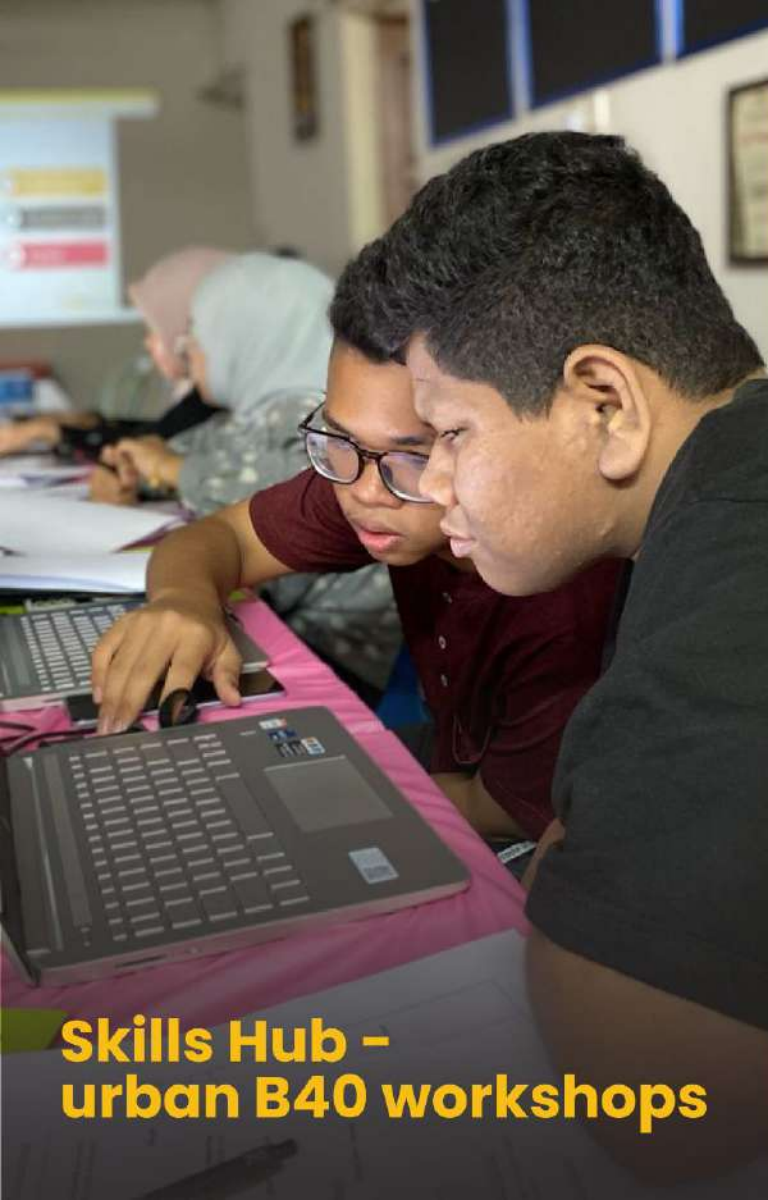
+64.9

net promoter score



92%

overall satisfaction



Skills Hub – urban B40 workshops

Programmatic Impact 2023

In May 2023, we initiated urban B40 workshops to assist urban youths from low-income families, addressing challenges like job accessibility and educational outcomes. Targeting 15 to 35-year-olds, we conducted live sessions at low-cost housing areas in Greater Kuala Lumpur, offering support to enhance their future prospects.

2023 Programme summary



17

direct participants graduated



2

communities visited



1

modules delivered



2

workshops delivered



8

delivery hours

Participant feedback



67%

course relevance



+75.0

net promoter score



What's next for Skills Hub?

Over the next 3 years, Skills Hub aims to provide relevant learning materials to 100,000 participants. The knowledge, skills, and mindsets acquired through the programme empower participants to achieve socio-economic progress into the middle class and sustain long-term outcomes. We are committed to innovating and expanding our offerings to meet the diverse needs of our participants.



Why TVET Academy?

Technical and Vocational Education and Training (TVET) is one of the most accessible tertiary education options for B40 youth, hence over 90% of the students are from this socio-economic background. It is also a critical pathway to being employed in a safe job that sets youth up for growth.

However, a survey conducted by SOLS Foundation reveals that TVET graduates can secure employment, but are not able to successfully perform in their role and may drop their first employment in the first year. The reason for this is that the TVET certification does not equip them with professional skills, digital skills, attitudes and strong working habits like discipline and commitment that contributes to job resilience.

Our TVET Academy programme aims to equip these graduates with skills to choose and win the right job, succeed professionally and build progressive careers that allow them to grow in a career pathway.

How does the TVET Academy work?

The enrichment programme helps graduates develop job readiness skills, life skills, mental habits and professional skills, delivered through a hybrid of online and in-person learning. The TVET programme is designed as a 5 stage programme with each stage having its own set of objectives.



Stage 1

Choose a TVET course



Stage 2

Secure a college placement



Stage 3

Thrive in your studies



Stage 4

Convert studies into income



Stage 5

Progress in your career



Students participate in the TVET Academy as a supplementary programme to their main technical and vocational training course. This enrichment results in them maximising their academic training and accessing better job prospects.



TVET Academy

Programmatic Impact 2023

In response to the pressing needs of TVET students, predominantly hailing from B40 families, the TVET Academy was activated in May 2023. The programme commenced with impactful in-person workshops conducted in 4 TVET institutes within Greater Kuala Lumpur. It empowers students by providing essential skills that facilitate job acquisition and pave the way for excellence in their future career.

2023 Programme summary



118

direct participants graduated



4

TVET institutes visited



1

modules delivered



4

workshops delivered



16

delivery hours

Participants feedback



95%

course relevance



+52.4

net promoter score



What's next for TVET Academy?

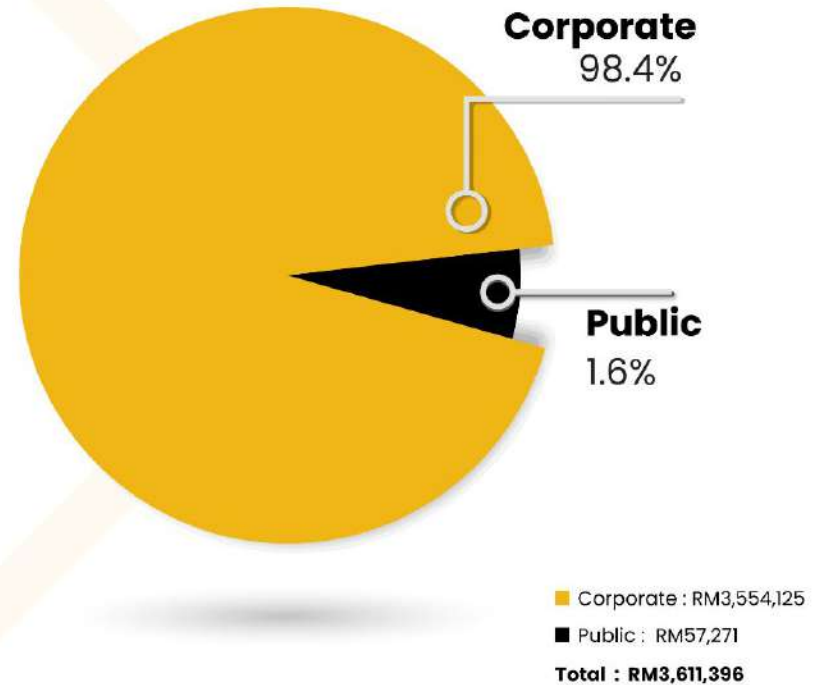
Selected stages of the TVET Academy programme are currently being piloted. With the learnings from the pilot, we will improve the modules for increased effectiveness and implement soon an extended version of the programme to reach more youth in TVET.

Finance 2023

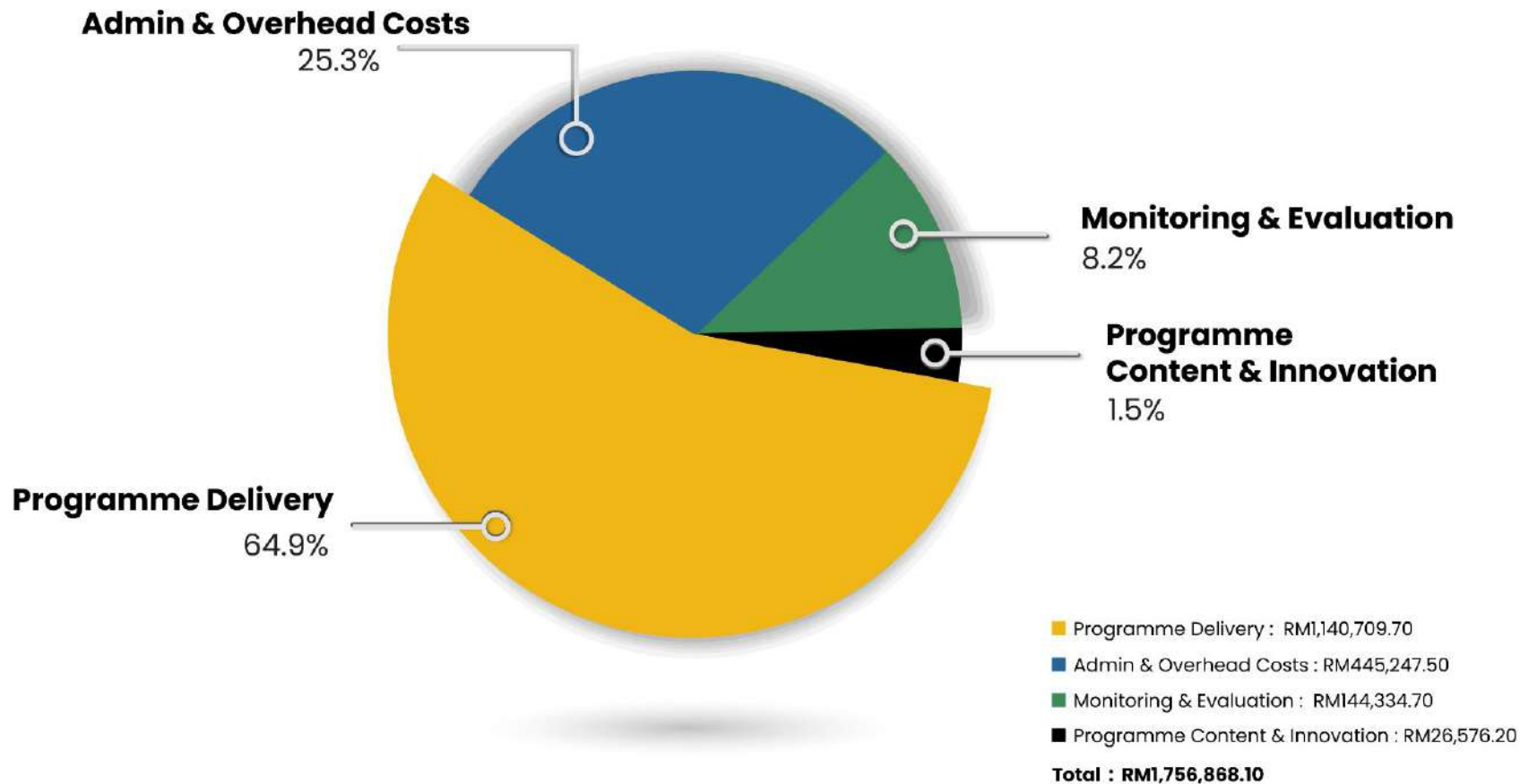


Finance 2023

We extend our heartfelt gratitude to our generous corporate donors and the public for their invaluable support. Your contributions have made a significant impact on our programs and initiatives, enabling us to continue our mission of providing education and support to those in need.



Expenditure Profile



Funding Partners

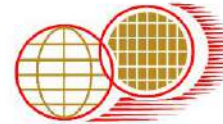
We are deeply thankful to our esteemed funding partners for their unwavering support and belief in our mission.

JPMorganChase

UOB



Meta



GLOBETRONICS MANUFACTURING SEMI BHD



Ranhill Worley
energy | chemicals | resources



KECHARA
soup kitchen

food aid
FOUNDATION



Implementation Partners

We are immensely grateful to our implementation partners for their invaluable support.



Board of Trustees

We would like to thank our trustees and advisors for being partners on this journey. They have been instrumental in helping us set an actionable mission and inspiring vision for the organization.

SYED IDROS SAYED AGIL
DIRECTOR
iMinda Training Academy



DANUTCHA SINGH
MANAGING DIRECTOR
SOLS Foundation



SARAH LIAN LAY TING
CO-FOUNDER
Suppagood

TEACHER RAJ RIDVAN SINGH
FOUNDER-CEO
SOLS 24/7



DATIN AIZAH MAHMOOD
PHILANTHROPY



Awards & Recognition

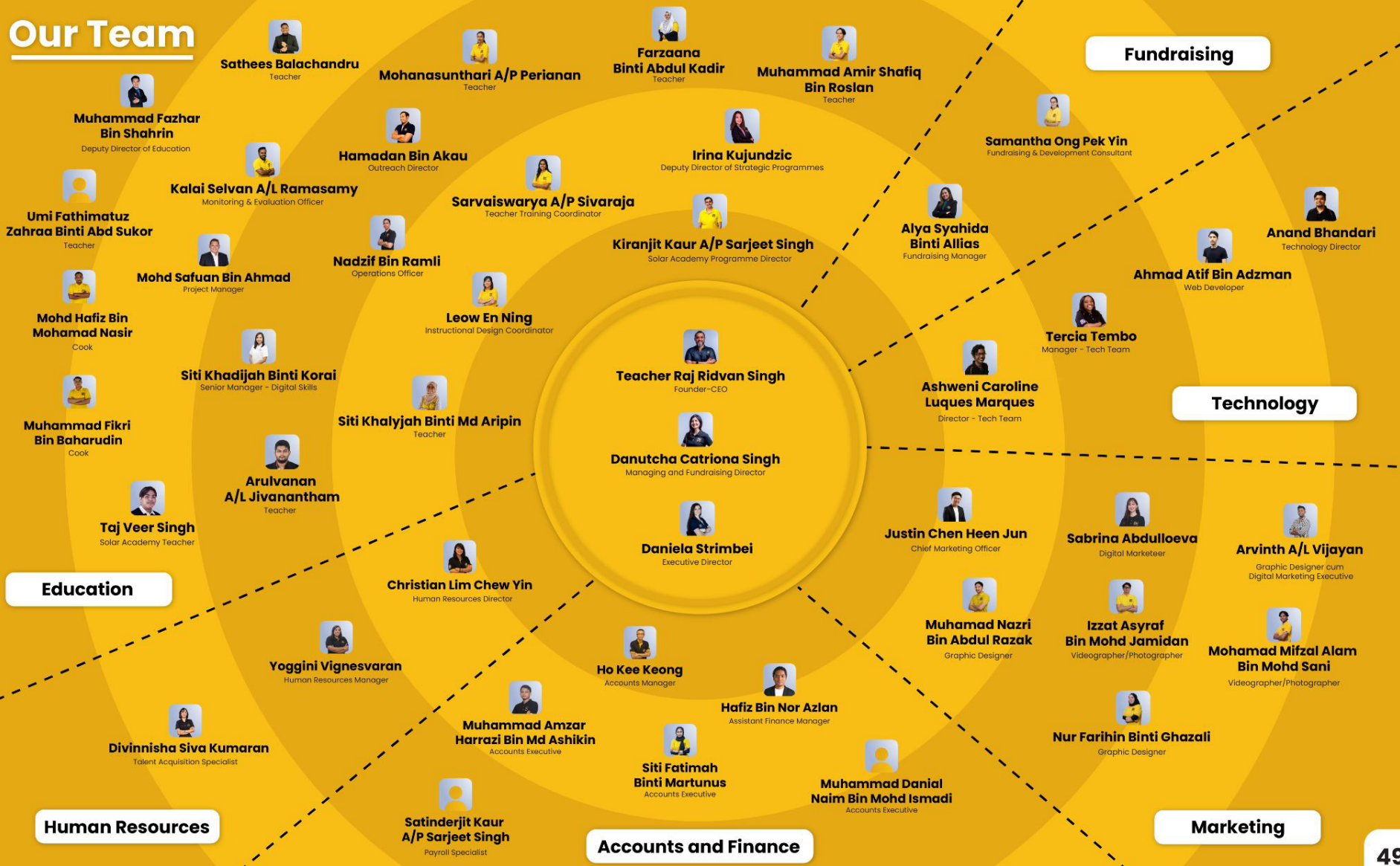
1. Teacher Raj Ridvan Singh
National Council member on Digital Economy and 4IR to the Prime Minister of Malaysia

2. Danutcha Catriona Singh
Tatler Asia's Gen T list

3. Digital Equity Pitch Fest
1st place in Audience Choice Award
2nd place in People's Choice Award



Our Team



Muhammad Fazhar Bin Shahrin
Deputy Director of Education

Umi Fathimatuz Zahraa Binti Abd Sukor
Teacher

Mohd Safuan Bin Ahmad
Project Manager

Mohd Hafiz Bin Mohamad Nasir
Cook

Muhammad Fikri Bin Baharudin
Cook

Taj Veer Singh
Solar Academy Teacher

Education

Sathees Balachandru
Teacher

Mohanasunthari A/P Perianan
Teacher

Farzaana Binti Abdul Kadir
Teacher

Muhammad Amir Shafiq Bin Roslan
Teacher

Kalai Selvan A/L Ramasamy
Monitoring & Evaluation Officer

Hamadan Bin Akau
Outreach Director

Sarvaiswarya A/P Sivaraja
Teacher Training Coordinator

Irina Kujundzic
Deputy Director of Strategic Programmes

Nadzif Bin Ramli
Operations Officer

Kiranjit Kaur A/P Sarjeet Singh
Solar Academy Programme Director

Alya Syahida Binti Allias
Fundraising Manager

Leow En Ning
Instructional Design Coordinator

Fundraising

Samantha Ong Pek Yin
Fundraising & Development Consultant

Anand Bhandari
Technology Director

Ahmad Atif Bin Adzman
Web Developer

Tercia Tembo
Manager - Tech Team

Technology

Ashweni Caroline Luques Marques
Director - Tech Team

Teacher Raj Ridvan Singh
Founder-CEO

Danutcha Catriona Singh
Managing and Fundraising Director

Daniela Strimbei
Executive Director

Justin Chen Heen Jun
Chief Marketing Officer

Sabrina Abdulloeva
Digital Marketeer

Arvinth A/L Vijayan
Graphic Designer cum Digital Marketing Executive

Education

Siti Khadijah Binti Korai
Senior Manager - Digital Skills

Siti Khalyjah Binti Md Aripin
Teacher

Arulvanan A/L Jivanantham
Teacher

Christian Lim Chew Yin
Human Resources Director

Yoggini Vignesvaran
Human Resources Manager

Ho Kee Keong
Accounts Manager

Hafiz Bin Nor Azlan
Assistant Finance Manager

Muhamad Nazri Bin Abdul Razak
Graphic Designer

Izzat Asyraf Bin Mohd Jamidan
Videographer/Photographer

Mohamad Mifzal Alam Bin Mohd Sani
Videographer/Photographer

Human Resources

Divinnisha Siva Kumaran
Talent Acquisition Specialist

Muhammad Amzar Harrazi Bin Md Ashikin
Accounts Executive

Siti Fatimah Binti Martunus
Accounts Executive

Muhammad Danial Naim Bin Mohd Ismail
Accounts Executive

Nur Farihin Binti Ghazali
Graphic Designer

Accounts and Finance

Satinderjit Kaur A/P Sarjeet Singh
Payroll Specialist

Marketing

Donate

We have multiple campaigns that we fundraise for during the year on our website.

2 ways to donate:

- Simply make an online donation at <https://donate.sols247.org/>
- Donate via bank transfer or QR code. Find the information on <https://donate.sols247.org/qr-code-donations/>



How Can You Help?

Partner with us

Organisations and Foundations:

If you would like to work with SOLS Foundation on creating impact for your CSR goals, please email:

 danu@sols247.org
Managing Director

Ministries and State Governments:

If you would like us to bring our programmes to your state, directly email:

 danu@sols247.org
Managing Director

Individuals:

If you would like to fundraise with SOLS Foundation and have your own individual campaign on our website, please reach out:

 danu@sols247.org
Managing Director

Spread the word

Tell your friends and family about the B40 challenges:

<https://www.sols247.org/b40-characterization-map>

Spread the word about programmes for low-income individuals to improve education and job skills:

<https://www.sols247.org/skills-hub>

Share volunteering opportunities with friends and family:

<https://www.sols247.org/volunteer>

Check out internships and job openings:

<https://www.sols247.org/careers>



Appendices

Solar Academy 2022/ 2023 batch graduation

25 Solar Academy students from the 2022/2023 batch graduated after completing a year-long programme, celebrating with their families by their side. The pride of their parents was evident, with some travelling long distances just to witness their son's graduation ceremony.



Nutrition Society of Malaysia (NSM) visit

As part of their Community Outreach Roadshow, NSM spent a day at our Solar Academy, conducting nutrition assessments, offering personalised consultations, and hosting fun games—all to empower students and teachers with knowledge about healthy eating.



University of New England visit

Solar Academy students immersed themselves in a cultural exchange with a delegation visiting from the University of New England, Australia. Icebreaker sessions kicked off the visit, followed by a lively exchange of unique stories and experiences between both sides. Our Solar Academy students even picked up some fun dance moves along the way!



Visit to Kementerian Belia dan Sukan

Our team paid a visit to the Malaysian Ministry of Youth and Sports (KBS) to kick off a collaboration, where SOLS Foundation was appointed as a delivery partner under the Rakan Muda programme, a government initiative aimed at providing a platform for youth aged 15–30 to spend quality time. This collaboration began with our online classes on the Skills Hub platform and was later expanded to four TVET institutions under KBS



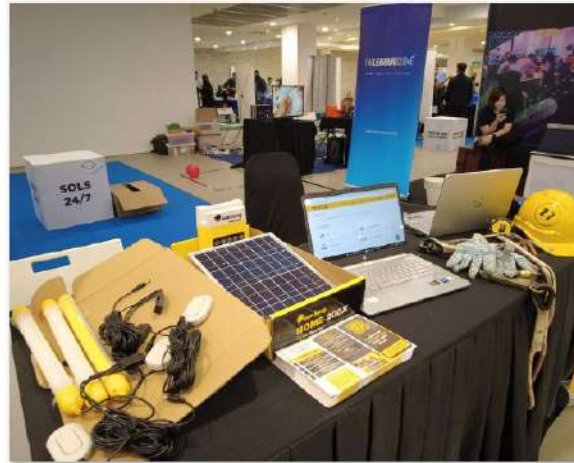
Visit to HP Malaysia

The SOLS 24/7 team joined fellow Aspen Institute and HP 2023 Digital Equity Accelerator cohort members (Dignity for Children Foundation and National Cancer Society Malaysia) at HP Malaysia's headquarters for an afternoon of networking, learning, and warm hospitality.



MyDigitalMaker Fair

SOLS Foundation joined Malaysia Digital Economy Corporation's (MDEC) MyDigitalmaker Fair, educating students on our programmes like Skills Hub and Solar Academy. We also showcased solar home systems installed in Orang Asli homes, raising awareness of the challenges they face while sharing solar energy knowledge.





serve.



educate.



empower.