



*Mr Jeremy Halog Toquilar  
Graduate Diploma in Management*

## **ADVANCING CAREER-READY TALENT**

**As workplace demands continue to evolve, SUSS remains committed to preparing students for the future of work. In 2025, we deepened industry collaboration and expanded opportunities for students to gain real-world experience. Through these efforts, students developed the skills, confidence, and professional judgement needed to thrive in their careers and make a meaningful impact on society.**

# FUTURE-READY STUDENTS, TOMORROW'S CHANGE-MAKERS

At SUSS, learning is not confined to the classroom. Rather, every student is challenged to grow in confidence and character through industry attachments, co-curricular activities, and leadership opportunities.

We speak to two of our 2025 student award recipients to see how their journeys at SUSS have shaped them for what comes next.

## VENICE TOH PROFESSIONAL READINESS EXPERIENCE CAREER EXCELLENCE AWARD RECIPIENT



### Finding Her Voice

For Bachelor of Science in Marketing student Venice Toh, her work attachment became a defining learning experience that went beyond observation.

Entrusted with responsibilities that closely mirrored those of a full-time employee, Venice was pushed beyond her comfort zone and challenged to engage proactively with senior colleagues and external stakeholders.

"When I started, that was something I would not have felt equipped to do," she says. "Over time, through exposure and experience, I grew more assured in presenting my perspectives, starting conversations, and contributing meaningfully."

By the end of her attachment, Venice was independently initiating and leading conversations – something she would not have imagined doing before the experience.

Beyond building confidence, the attachment deepened her understanding of the workplace. She learnt that while technical knowledge is important, people skills are equally critical to professional success. The experience also reinforced the importance of maintaining a proactive learning mindset.

"In the real working world, you are often required to pick up new knowledge quickly," she says.

Looking back, the attachment broadened her understanding of potential career pathways and gave her greater clarity about her future aspirations after graduation.

## CARISSA GOH COLOURS AWARD RECIPIENT

### Beyond the Bullseye

For SUSS student-athlete Carissa Goh, who is pursuing a Bachelor of Early Childhood Education, archery has been a journey of resilience, discipline, and growth. Over nearly a decade in the sport, she has learnt that success is shaped not only by performance, but also by mindset.

"Whether it is competition pressure or training setbacks, what matters most is my attitude and the way I work through them," she says. "Most of the time, I am much stronger and more resilient than I think."

Since joining SUSS in 2023, Carissa has balanced her academic commitments with a demanding training and competition schedule. Through opportunities and support from SUSS Student Life, she has represented both the university and Singapore at international competitions, including the ASEAN University Games in Indonesia and the FISU World University Games in Germany.

"These opportunities were truly momentous in my journey as a student-athlete," she says. Beyond sporting achievements, archery has helped Carissa develop valuable interpersonal and leadership skills. In recognition of her dedication and accomplishments, she received the SUSS Colours Award.

"In sport, progress is not linear," she says. "What truly defines an athlete is the determination to continue training and competing despite setbacks."

Carissa's journey reflects SUSS' commitment to empowering students to pursue excellence and realise their potential both in and beyond the classroom.



## PREPARING STUDENTS FOR THE GLOBAL WORKPLACE

Business discussions in Hong Kong. Industry immersion in Mumbai. Tackling real-world challenges in Vietnam and China. In 2025, these experiences became part of SUSS' growing efforts to prepare students for working across different professional and cultural environments in Asia.

Through its expanded regional professional readiness programmes, SUSS continued to embed international exposure into applied learning experiences. Beyond travelling overseas, the programmes were designed to help students develop greater cross-cultural awareness, adaptability, and a deeper understanding of how organisations operate across different markets and business contexts.

Throughout the year, more students were given opportunities to learn directly from practitioners, work on real industry problems, and experience different workplace cultures firsthand.

In Hong Kong, the Global Business Experiments module was expanded through collaboration with Shenzhen Success Academy, allowing students to engage directly with industry practitioners while navigating a new business environment. In Mumbai, a new Industry-Based Study Programme (IBSP) developed with Jio Institute built on earlier programmes in Vietnam and China, giving participants opportunities to explore how organisations operate across different industries and workplaces. Overseas Work Programmes were also expanded to include richer applied-learning experiences in global settings.

More importantly, these experiences encouraged students to step outside familiar environments, work with people from different backgrounds and adapt to new ways of thinking and working. In doing so, they gained not only professional exposure, but also a greater confidence in navigating different industries, cultures, and environments.



## PURPOSEFUL LEADERSHIP, SHAPED AT SUSS

Leadership at SUSS is shaped through real experiences that extend beyond the classroom and formal leadership roles. Students are encouraged to work alongside communities, peers, and partners from different backgrounds, learning how to listen, collaborate, and navigate differing perspectives.

Over the past year, SUSS expanded opportunities for students to engage with issues related to inclusion, social sustainability, and community impact through the Singapore Young Leader Programme (SYLP) and the SUSS Social Sustainability Leadership Forum (SSLF). Together, these programmes reflected a growing emphasis on developing leaders who can respond to complex social challenges with empathy, cultural awareness, and a strong sense of responsibility towards others.

At SYLP, 24 student leaders partnered with persons with disabilities and persons with intellectual disabilities to co-create workshops centred on themes such as imposter syndrome, self-expression, and positivity. Rather than simply leading activities, participants learnt to build connections through listening, reflection, and shared experiences. The programme concluded with a closing ceremony graced by former Deputy Prime Minister Mr Heng Swee Keat, where participants shared reflections from their learning journeys.

The SSLF extended these conversations across the region, bringing together close to 100 student leaders from universities across the ASEAN-China-India region to discuss sustainability challenges affecting their communities. Supported by partners including L'Oréal, the forum created opportunities for participants to exchange perspectives, learn from one another, and reflect on how leadership can respond meaningfully to complex social issues.

Leadership also took shape through action on the ground. In 2025, 35 LEAD Academy Stewards initiated student-led projects and community initiatives that contributed both to campus life and the wider community.

Together, these experiences reflect SUSS' approach to leadership development – one that encourages students to lead with empathy, inclusion, and a strong sense of social responsibility in an increasingly interconnected world.





## UNDERSTANDING WHAT YOUNG PEOPLE WANT FROM WORK

Young people entering the workforce and employers often have different expectations of what workplace success looks like. For many youths starting their careers, work is closely tied to purpose, growth, and personal aspirations. Employers, on the other hand, may place greater emphasis on workplace readiness, communication skills, and the ability to adapt in professional settings.

In 2025, SUSS explored these differing perspectives through the study *Workplace Success and Soft Skills: Bridging the Gap Between Youths' Perceptions and Employers' Expectations*. Drawing on responses from more than 1,000 youths and over 260 employers, the study offered insight into how young people think about work, where expectations may differ, and how these gaps can affect the transition into the workforce.

The findings were shared at the inaugural Youth Forum 2025, which brought together youths, employers, representatives from tertiary institutions, community partners, and self-help groups for open discussion. Held at A Good PLACE, a community and social impact space, the forum created opportunities for participants to move beyond statistics and engage directly with one another's experiences, concerns, and perspectives.

Through panel discussions and audience conversations, participants reflected on issues ranging from workplace expectations and career aspirations to the importance of soft skills and support systems for young people entering the workforce. The discussions highlighted that many of these challenges are not experienced in isolation, but are shaped by family circumstances, educational pathways, and broader social realities.

The project was led by an SUSS research team comprising Associate Professor Justina Tan, Vice President, Strategic Partnership and Engagement; Ms Jacqueline Tan, Assistant Provost; Dr Stefanie Chye, Senior Lecturer; and Dr Xiong Feng, Researcher, with funding support from Tote Board and collaborative partners, the Chinese Development Assistance Council, Yayasan MENDAKI, Singapore Indian Development Association, and the Eurasian Association.

More importantly, the conversations did not end with the forum. SUSS continues to work with self-help groups to apply the findings to youth programmes and support initiatives. In doing so, the University hopes to support not only better workplace outcomes for young people, but also more empathetic and informed conversations between youths, employers, and the wider community.

## DESIGNING EMPLOYABILITY FOR THE REAL WORLD

Career preparation at SUSS is becoming more personalised, applied, and closely connected to workplace realities. Rather than relying on traditional career activities, SUSS strengthened its approach to employability in 2025 by placing greater emphasis on applied learning, industry relevance, and the different needs and aspirations of students.

Over the past year, enhancements were made to the SkillsFuture Work-Study Degree Pathway to better integrate workplace skills and real-world learning into students' educational journeys. The revised pathway was rolled out across 18 SUSS programmes in 2025, with more than 100 students enrolled during the year.

Students in the enhanced Work-Study Degree programmes demonstrated stronger application of professional skills in work-integrated settings, while employers observed improved workplace readiness and adaptability.

To strengthen alignment between classroom learning and workforce needs, SUSS has worked

closely with employer partners such as Ernst & Young, PricewaterhouseCoopers, and BP Singapore. Through the Work-Study Degree (WSDeg) programme, these collaborations have provided students with meaningful work-learn opportunities and industry-relevant learning experiences that complement their academic studies.

Beyond workplace exposure, students were also engaged to better understand their strengths, development areas, and career aspirations through a diagnostic-led personalised coaching tool. Insights gathered are guiding the redesign of the University's Professional Readiness Experience framework, with the aim of providing employability support that is more tailored to different student needs and experiences.

Together, these efforts reflect SUSS' growing focus to help students build confidence, adaptability, and professional capabilities that are closely connected to the realities of work and industry.

## TRAINING AT THE HEART OF THE MATTER

In 2025, the first cohorts of SUSS biomedical engineering students stepped beyond the classroom and into a private cardiology practice through the University's partnership with TCI Cardiology. Working alongside healthcare professionals in a specialised clinical setting, they gained supervised hands-on experience in cardiac and carotid ultrasonography while witnessing firsthand how biomedical engineering supports patient care in practice.

Embedded within the Cardiovascular Bioengineering course, the collaboration gave students the opportunity to apply concepts from biomedical engineering and cardiovascular science in real clinical environments. Guided by faculty and industry practitioners, they developed not only stronger technical competencies, but also greater professional confidence, clinical awareness, and readiness for the healthcare workforce.

