

Frequently Asked Questions (updated as of Jun 2026)

(i) What does being a VCA involve?

As a VCA, you will draw on your own professional experiences to offer guidance, encouragement, and practical career insights to advisees you are matched with. This may include sharing industry knowledge, offering career and skills advisory, and helping them build confidence as they navigate their career journey.

VCAs are encouraged to:

- Maintain professionalism and confidentiality
- Be responsive and respectful in communications
- Provide constructive and honest guidance
- Foster a supportive and inclusive environment for advisees

Beyond one-to-one advisory, VCAs may also have opportunities to contribute to the broader community through activities such as:

- Speaking at career talks, panels, or webinars
- Sharing industry insights at community events
- Contributing articles, career tips, or thought leadership content
- Supporting workshops or networking initiatives

Participation in these activities is entirely optional and based on the VCA's interest and availability.

The role is advisory in nature, and VCAs are not expected to provide guaranteed job placements or formal recruitment services.

(ii) Will there be training provided before I start as a new VCA?

Interested and shortlisted candidates will undergo career and skills advisory training and an onboarding session before being appointed as a VCA. This ensures all VCAs have a strong foundation in delivering an effective advisory session.

(iii) Can I choose my advisee as a VCA, or will I be assigned to advisees?

Currently, requests to connect are initiated by advisees. As they browse profiles of available VCAs, advisees can submit connection requests based on their own preferences and search criteria such as industry background, experience and career journey.

As a VCA, you can review and accept requests based on your availability and whether you feel well-placed to support the advisee in the area highlighted. This helps foster more meaningful and mutually beneficial engagements for both parties.

(iv) Can I reject a request or pause my participation temporarily when needed?

Yes. We understand that you are volunteering your time alongside personal and professional commitments.

As a VCA, you may:

- Decline a matching request if it is not a suitable fit
- Temporarily pause your participation due to workload or personal reasons
- Adjust your availability when needed

We encourage open communication so that we can manage matching expectations and continue providing a positive experience for both you and your advisees.

(v) How much time commitment is required?

The time commitment is designed to be flexible and manageable for working professionals. On average, you may expect to dedicate approximately 1–3 hours per month, depending on the number of advisees you support and the nature of the engagement.

Sessions are typically arranged based on mutual availability, and you can decide how actively you would like to participate.

(vi) I don't see my sector listed; can I still become a VCA?

Yes, we are always looking to expand our coverage across more sectors, and we welcome you to apply. Having diverse sector representation strengthens the support we can offer to our advisees.

(vii) I am currently unemployed/retired, can I apply to become a VCA?

For unemployed applicants, we would advise that you devote your time and resources to make your next career move. For retirees, advisees will value your years of experiences. However in this current environment where there are rapid changes to the nature of jobs and fast evolving business dynamics, please demonstrate that you are keeping yourself updated with these changes.

(viii) I have less than 10 years of working experience, can I still apply to become a VCA?

We appreciate your spirit of giving and thus we will review each applicant's background and experience. Please share with us your career journey and expertise and we will contact you if shortlisted.

(ix) Is it necessary to attend the briefing session before I apply to become a VCA?

Yes, you need to attend the briefing session before applying. It gives you a clear picture of what the VCA initiative involves and what to expect, so you can make a well-informed decision about whether this is the right fit for you.