

Supported by:

**Enterprise
Singapore**

Appointed-In-Principle (AIP) Partner:

SRA SINGAPORE
RETAILERS
ASSOCIATION
Empower Business | Build Connections | Transform Retail



GLOBAL READY TALENT PROGRAMME

Pathfinders of Talent

ABOUT THE GRT PROGRAMME

GLOBAL READY TALENT PROGRAMME

Aims to build a pipeline of global ready talent for Singapore enterprises through exposing more Singaporeans to internships and overseas work opportunities



LOCAL
INTERNSHIP



OVERSEAS
INTERNSHIP



MANAGEMENT
ASSOCIATES
PROGRAMME

Formerly known as:

SME Talent Programme

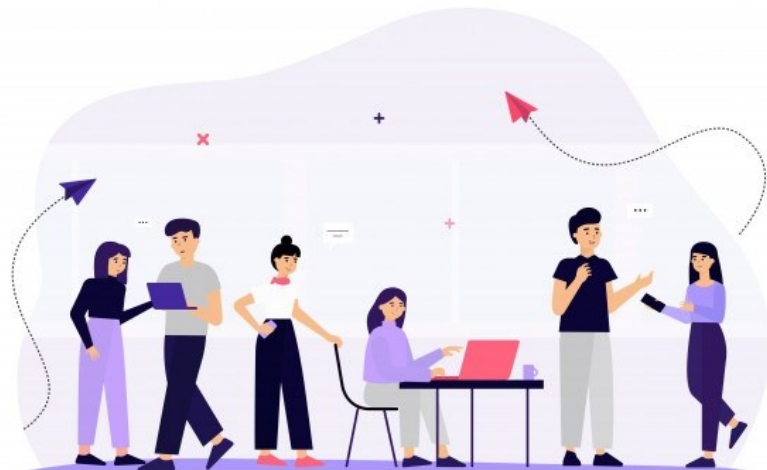
Singapore Retailers Association (SRA) is proud to be an **Appointed-in-Principle (AIP) Partner** by Enterprise Singapore (ESG)


Local enterprises receive **up to 70% funding support** to defray the cost of monthly internship stipends, so as to:

TRAIN & BUILD
the young local
talent pipeline

MENTOR
the next
generation

TRANSFORM
the retail industry





More than 550
retailers have
come on board
since its launch in
2019

ELIGIBILITY CRITERIA FOR COMPANIES

- Company must be **registered and incorporated in Singapore**
- **At least 30% local** (Singaporean or Singaporean Permanent Resident) **group shareholdings**
- Be in a **financially viable** position to start and complete the internship
- Possess **sound Human Resource processes** and **be committed towards talent development**
- (For enterprises offering overseas internships) - Have existing overseas operations, positive business outlook and definite growth plans



ELIGIBILITY CRITERIA FOR STUDENTS

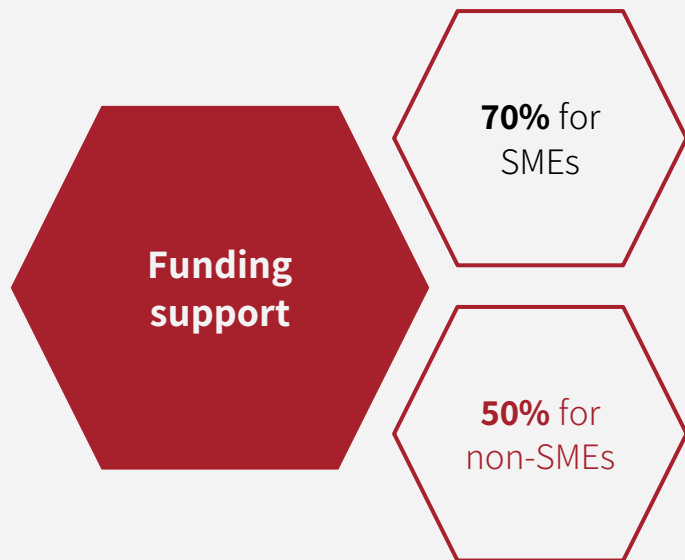
Students must:

- Be a Singapore Citizen or Singapore Permanent Resident
- Full-time degree student of NUS, NTU, SMU, SUTD, SIT, SUSS; OR
- Full-time diploma student of NYP, NP, RP, SP, TP; OR
- Full-time student of NAFA or LASALLE College of the Arts (Only eligible for local internships); OR
- Full-time NITEC/Higher NITEC student of ITE College (Central, East or West).
- Should not be an immediate family member (i.e., child) of any key shareholder in the company.
- Only applicable for full-time internships, where the intern is required to work up to 44 hours per week (i.e., 5 full working days per week).



FUNDING SUPPORT

Engage a pool of young talent at an early stage – who can then be offered job opportunities in your company when they graduate.



Minimum amount paid to interns:

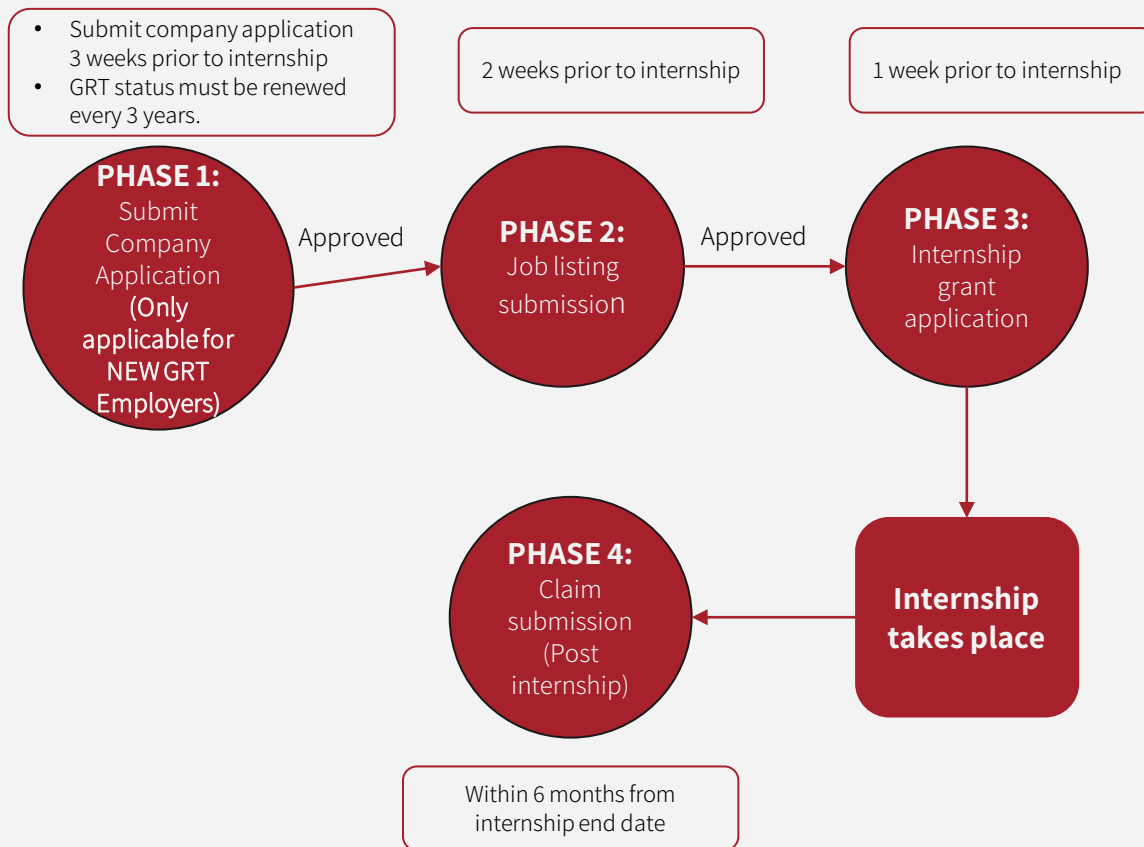
- ITE and Polytechnic students:
≥ S\$800/month
- University students:
≥ S\$1,000/month

**All amounts stated are before funding*

Enterprise
Singapore

All applications are subject to the final approval of ESG

GRT APPLICATION PROCESS FOR GRT EMPLOYERS



Onboarding Process to be a GRT Employer:

1. Create company account on [GRTNet](#) (Login using SingPass)
2. Select "Singapore Retailers Association" as your GRT AIP partner
3. Upload:
 - a. Applicant Company's ACRA Bizfile [within 6 months]
 - b. Shareholder(s)' ACRA Bizfile (if any) [within 6 months]
 - c. Applicant Company's Latest Financial Statements or management accounts (i.e. Profit & Loss Statement, Balance Sheet and Cash Flow Statement) [within 18 months]
4. Prepare Job Description, Internship Placement Letter from [School](#) and intern's NRIC for Phase 2 and 3

For more details, please refer to [detailed application steps by ESG](#) or [GRTNet user guide](#)

**OVERSEAS
INTERNSHIP
PROGRAMME
(REMOTE /HYBRID)**

**GOING
GLOBAL**

**MANAGEMENT
ASSOCIATE
PROGRAMME**



REMOTE OVERSEAS INTERNSHIP

Local enterprises...

- With a business presence overseas
- Keen to build their talent pipeline to support business expansion plans. Overseas internships will focus on opportunities in Southeast Asia, China and India.

... ..will receive **funding support for students' overseas subsistence allowances, and lump sum for transport**



FUNDING SUPPORT

Engage a pool of young talent at an early stage – who can then be offered job opportunities in your company when they graduate.

Local Enterprises

70% of
internship
stipend for
SMEs

50% of
internship
stipend for
non-SMEs

Overseas Enterprises

No funding available for
internship stipend

Additional monthly subsistence allowance and lump sum travel allowance will be provided to the students via their IHLs (Institutes of Higher Learning)

Minimum amount paid to interns:

- ITE and Polytechnic students:
≥ S\$800/month
- University students:
≥ S\$1,000/month

**All amounts stated are before funding*

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HYBRID INTERNSHIP (LOCAL + OVERSEAS)

Internship opportunities with Singapore enterprises, where enterprises have the **flexibility of providing internship opportunities in Singapore and in their overseas markets for the entire internship duration.**

Example:

For a 6-month internship stint, the Singapore enterprise can choose to have the intern based in its Singapore office for 4 months and for the intern to be sent to their overseas markets for the remaining 2 months.

The Singapore enterprise **must minimally offer a continuous two-week internship stint in their overseas market.**



MANAGEMENT ASSOCIATES PROGRAMME

Global component 2

MANAGEMENT ASSOCIATES PROGRAMME

Local enterprises...

- With minimum 30% local shareholding
- With business presence overseas
- Looking to groom fresh graduates or young employees with up to 3 years of working experience

... ..will receive **70% funding support**, capped at S\$50,000/yr to defray qualifying costs



FUNDING

Funding support*: **70%** for both SMEs and Non-SMEs

**For both salary and overseas package, capped at S\$50,000/yr*



Basic monthly salary, inclusive of 13 month AWS



Overseas package

Cost of living
expenses

Cost of airfare

Pre-trip administrative costs:

- Visa, agent fees (if any)
- Pre-medical screening and vaccinations
- Insurance

Enterprise
Singapore

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ELIGIBILITY CRITERIA FOR EMPLOYEES

Management associates must:

- Be a Singapore Citizen
- Be a fresh graduate, or a young employee with up to 3 years of working experience

Posting offered to associate must:

- Be for a minimum of 1 year, and
- In key overseas markets e.g. Southeast Asia, China and India.



INTERNSHIP PERIOD (UNIVERSITIES)

GLOBAL READY TALENT PROGRAMME

Application Timeline

Internship Period



2 - 4 months before
internship
commencement

Summer
May - Aug

Winter
Dec - Jan

Semester-long Internships
Jan - Jun | Jul - Dec



3 - 5 months before
internship
commencement

May - Jul

Part-Time
Jan - May
Aug - Dec



Sep - Oct
Apr - May

Jan - May

Aug - Nov

Anytime

Term Internship

Jan - Jun/Jul
Jul/Aug - Dec

Summer

May - Aug (16 weeks)

Winter

Dec - Jan (5 weeks)
Dec - Feb (12 weeks)

Part-Time Internship
During term time



GLOBAL READY TALENT PROGRAMME

Application Timeline

Internship Period



-

Fall Internship (Yr 2 students)

Sep - Dec

Internship

Jan - Jun

Summer Internship (Yr 3 students)

May - Aug



3 months before
internship
commencement

Jun - Dec
Dec - Jun



6 months before
internship
commencement

Hospitality Business

May - Dec

**Digital Communications
& Integrated Media**

Sep - Apr

**Information &
Communications Technology**

(Information Security or Software Engineering)
Jan - Dec

**Integrated Work-Study
Programme (IWSP)**

6 to 12 months

IWSP Interview Period
Jan - Feb



INTERNSHIP PERIOD (POLYTECHNICS)

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Application Timeline

Internship Period



Oct - Dec
Apr - Jun

Mar - Aug
Sep - Feb



5 months before
internship
commencement

22 weeks internship
8 - 12 weeks of internship



4 months before
internship
commencement

Mar/Sep
(6 - 26 weeks)

GLOBAL READY TALENT PROGRAMME

Application Timeline

Internship Period



5 months before
internship
commencement

End Feb & Aug (12 & 24 weeks)
Career fair for Retail: Nov/Dec

12 Weeks

Round 1: Feb - May
Round 2: May - Aug
Round 3: Aug - Nov
Round 4: Nov - Feb

24 Weeks

Batch 1: Feb - Aug
Batch 2: Aug - Feb



Oct - Jan



Retail Operations

Mar - Aug (24 Weeks)

e-Commerce | Digital Marketing Diploma in Business (20 weeks)

Semester 1
Mar - Jul
Semester 2
Sep - Jan

Diploma in Consumer Behaviour & Research

Mar - Jul (20 weeks)

INTERNSHIP PERIOD (ITEs)

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Application Timeline

Internship Period



Nitec in Retail Services

Application period: Before Feb
Interview period: Mar

Jul (20 weeks)

Higher Nitec in Retail & Online Business:

Application period: Before Jul
Interview period: Aug

Dec (10 weeks)



Apr- Jun

NITEC

Jan/ Jul

Higher NITEC

Oct (20 weeks)

Jan - Mar

NITEC

Jul (20 weeks)



Jan - Feb

Between 10 - 20 weeks

10 Weeks NITEC

Jan/Mar/ Jul/Sept

20 Weeks NITEC

Jan/ Jul

10 weeks Higher Nitec

Jan/Oct

Apr/ Jun/ Sep/ Dec (every quarter)

20 Weeks Higher Nitec

Apr/ Jun/ Jul/ Sept/ Oct



GET IN TOUCH WITH US NOW!



<https://www.sra.org.sg/talent-development/grt-programme/>



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THANK YOU !