

Global Ready Talent Programme

Pathfinders of Talent

Supported by:



Enterprise
Singapore

Appointed-In-Principle (AIP) Partner:

SRA SINGAPORE
R@TAILERS
ASSOCIATION
Empower Business | Build Connections | Transform Retail

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.



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
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

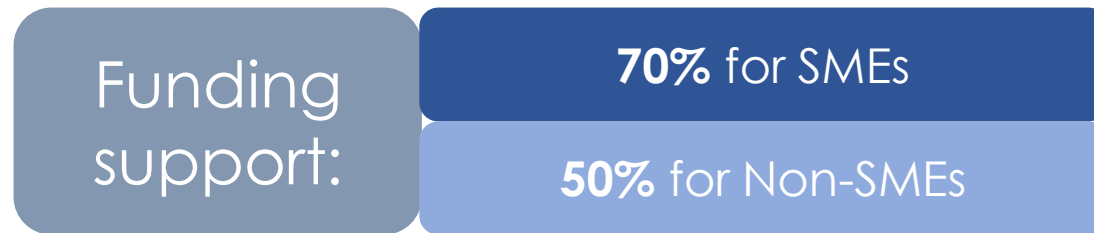
Students must:

- Be a Singapore Citizen or Singapore Permanent Resident
- Be a full-time student from ITE, NYP, NP, RP, SP, TP, NTU, NUS, SUSS, SIT, SMU or SUTD
- 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.



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.



GRANTS

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

Internship Application Process



1. Create company account on [GRTNet](#) (Login using CorpPass)
 2. Select "**Singapore Retailers Association**" as your GRT AIP partner
 3. Upload:
 - Applicant Company's ACRA Bizfile [within 6 months]
 - Shareholder(s)' ACRA Bizfile (if any) [within 6 months]
 - 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](#)

Global Ready Talent Programme:

Going Global



Overseas Internship

Local and overseas enterprises...

- With 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

Local enterprises will receive **up to 70% funding support** to defray the cost of monthly internship stipends.



Funding



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 ALL interns:

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

**All amounts stated are before funding*

All applications are subject to the final approval of ESG

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.**

A composite image featuring two business professionals in suits shaking hands in the foreground. The background is a vibrant, illuminated city skyline at night, with numerous skyscrapers and lights. A semi-transparent white rectangular box is overlaid on the center of the image, containing the main title and subtitle.

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 & overseas expansion

Cost of airfare

Pre-trip administrative costs:

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

All applications are subject to the final approval of ESG

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.



Get in touch with us now!



<http://retail.org.sg/global-ready-talent-programme-internship.php>



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Thank you!

