

Supported by:

Appointed-In-Principle (AIP) Partner:

**Enterprise  
Singapore**

**SRA** SINGAPORE  
R@TAILERS  
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

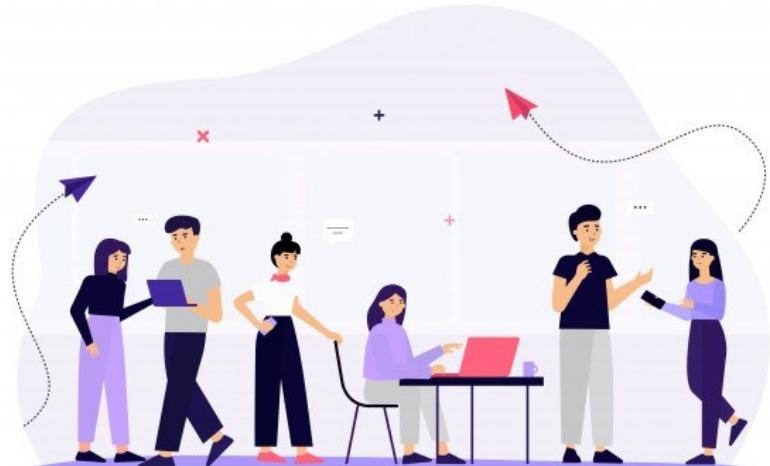
Singapore Retailers Association (SRA) is proud to be an **Appointed-in-Principle (AIP) Partner** by Enterprise Singapore (ESG)

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

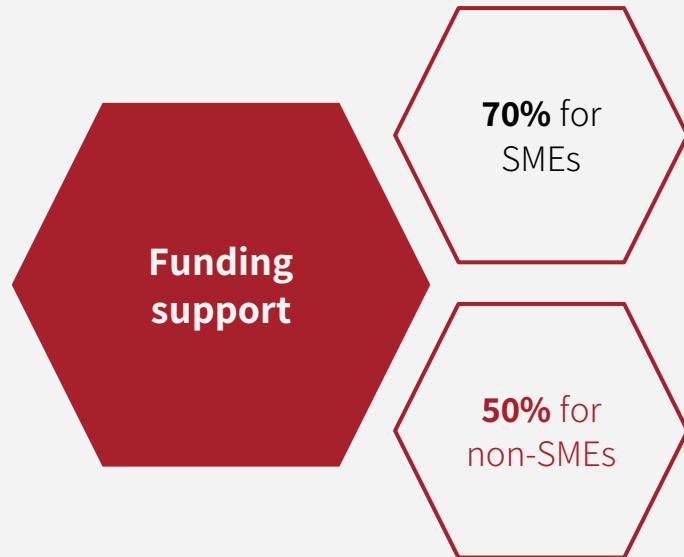
## Students must:

- Be a Singapore Citizen or Singapore Permanent Resident
- 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.



Minimum amount paid to interns:

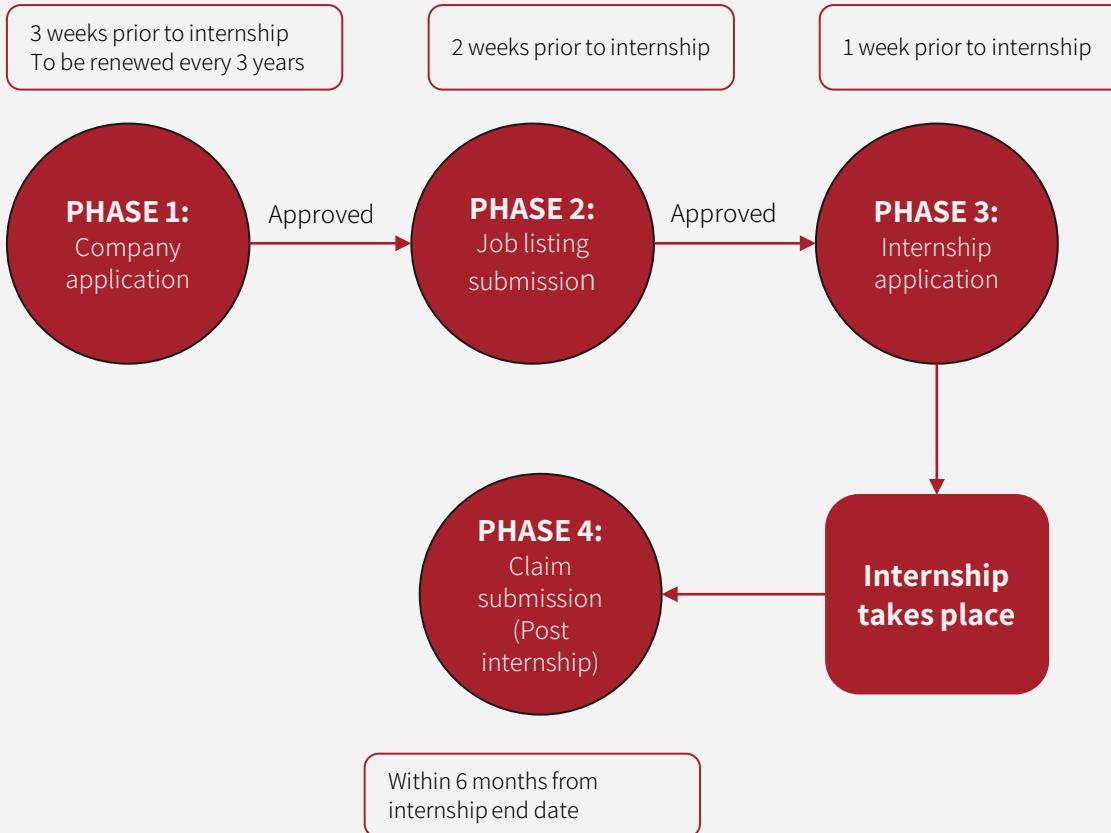
- ITE and Polytechnic students:  
**≥ S\$800/month**
- University students:  
**≥ S\$1,000/month**

*\*All amounts stated are before funding*

**Enterprise  
Singapore**

All applications are subject to the final approval of ESG

# INTERNSHIP APPLICATION PROCESS



## Process:

1. Create company account on [GRTNet](#) (Login using CorpPass)
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



## GOING GLOBAL

## MANAGEMENT ASSOCIATE PROGRAMME

# OVERSEAS INTERNSHIP

## Local and overseas 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

## Overseas Enterprises

50% of  
internship  
stipend for  
non-SMEs

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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Singapore**

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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 (UNIVERSITY)

## GLOBAL READY TALENT PROGRAMME



### Application Timeline

2 - 4 months before  
internship  
commencement

### Internship Period

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

Term Internship  
Jan - Jun/Jul  
Jul/Aug - Dec

Jan - May

Summer  
May - Aug (16 weeks)

Aug - Nov

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

Anytime

Part-Time Internship  
During term time



## GLOBAL READY TALENT PROGRAMME

### Application Timeline



SINGAPORE UNIVERSITY OF  
TECHNOLOGY AND DESIGN

### 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 (POLYTECHNIC)

## GLOBAL READY TALENT PROGRAMME



### Application Timeline

Oct - Dec  
Apr - Jun

### Internship Period

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



5 months before  
internship  
commencement

### Internship Period

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

**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)



Oct - Jan



# INTERNSHIP PERIOD (ITE)

## GLOBAL READY TALENT PROGRAMME

### 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!



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



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**THANK YOU!**