

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

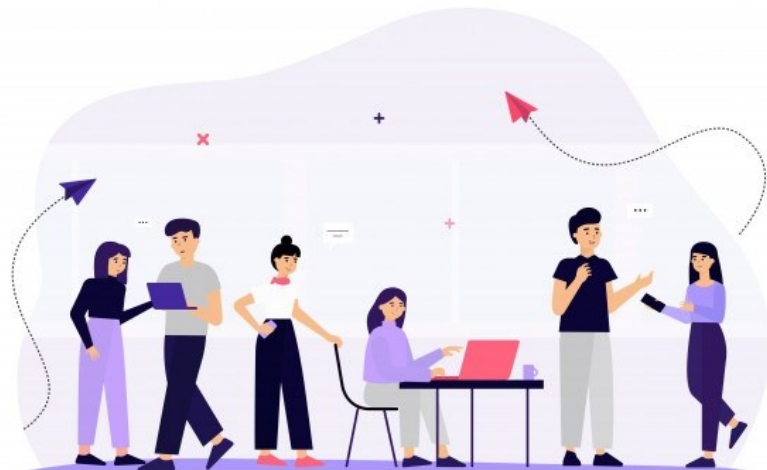
Singapore Retailers Association (SRA) is proud to be an **Appointed-in-Principle (AIP) Partner** by Enterprise Singapore (ESG)


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

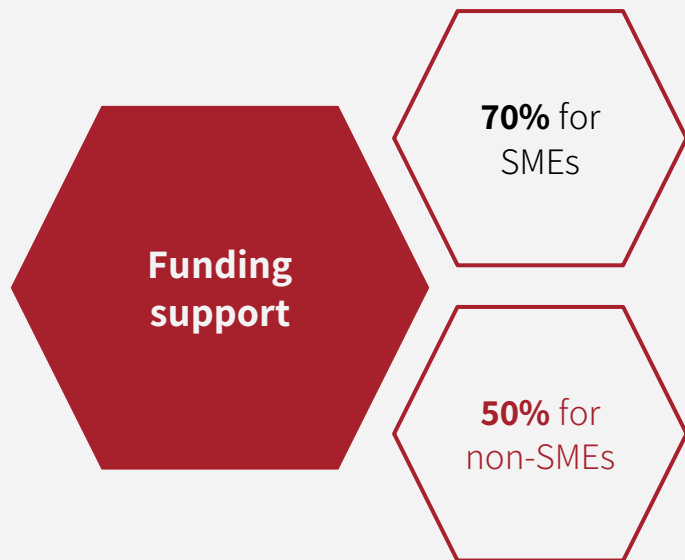
## Students must:

- 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.



# 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:

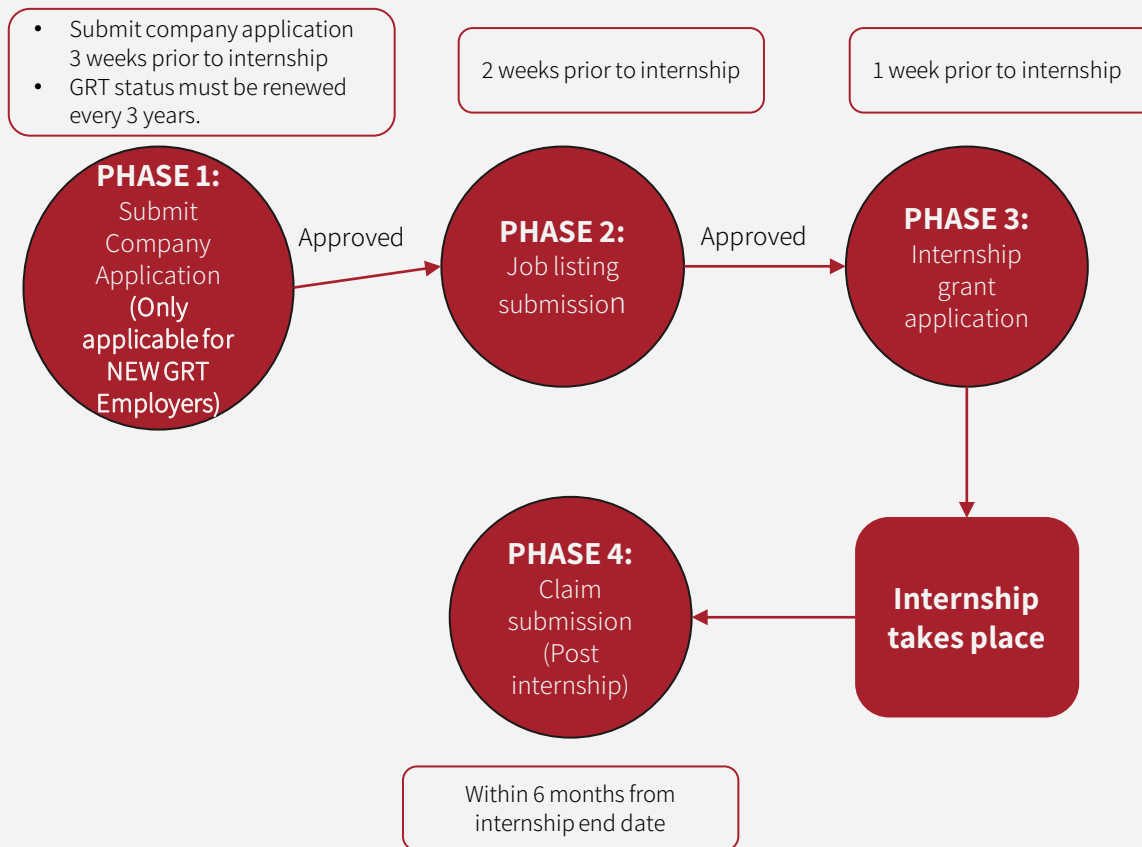
- ITE and Polytechnic students:  
**≥ S\$800/month**
- University students:  
**≥ S\$1,000/month**

*\*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 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

**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)

## GLOBAL READY TALENT PROGRAMME



### 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)

## 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 !**