

## GRADUATE INDUSTRY TRAINEESHIPS (GRIT) PROGRAMME FREQUENTLY ASKED QUESTIONS (FAQS) FOR TRAINEES [FOR PUBLIC INFORMATION]

### Contents

|  |          |
|--|----------|
| <b>Section A: General Questions on the GRaduate Industry Traineeships (GRIT) Programme .....</b> | <b>1</b> |
| <b>Section B: Trainee Related Questions .....</b>  | <b>1</b> |
| <b>Section C: For more assistance and feedback .....</b>   | <b>3</b> |


### Section A: General Questions on GRaduate Industry Traineeships (GRIT) Programme

| General Questions   |   |
|---|---|
| 1   | <b>What is the GRaduate Industry Traineeships (GRIT) Programme?</b>                       |
| GRaduate Industry Traineeships (GRIT) Programme aims to provide fresh graduates from Universities, Polytechnics, Institutes of Technical Education (ITE) and other Educational Institutions (e.g. private universities and overseas institutions) with traineeship opportunities for a period of 3 to 6 months with Appointed Host Organisations. |   |
| 2   | <b>How will the GRaduate Industry Traineeships (GRIT) Programme help fresh graduates?</b> |
| WSG, together with Sector Agencies will identify progressive host organisations from growth sectors such as Financial Services, Information and Communication Technology (ICT), Manufacturing, and Wholesale Trade to offer traineeships that equip fresh graduates with practical skills and experience to enhance their future employability.   |   |


### Section B: Trainee Related Questions

| Trainee Specific Questions   |  |
|--|--|
| 1  | <b>How do I qualify to apply for a traineeship?</b>  |
| <p>All trainees must fulfil the following criteria:</p> <ul style="list-style-type: none"> <li>▪ Singapore Citizen or Permanent Resident; <b>and</b></li> <li>▪ Graduated in 2024 to 2025 from Universities, Polytechnics, Institutes of Technical Education (ITE), or other Educational Institutions (e.g. private universities and overseas institutions); or</li> <li>▪ Graduated earlier from above institutions and completed National Service in 2024 or 2025</li> </ul> <p>Trainees who complete their studies from Universities, Polytechnics, Institutes of Technical Education (ITE) or other Educational Institutions within 2025 but will only receive their qualification/certification award in 2026 are eligible for the programme as well.</p> |  |
| 2  | <b>What if I graduated in calendar year 2023 and before, can I still apply for traineeships?</b> |
| <p>No, GRIT is targeted at fresh graduates who may face challenges securing full-time employment opportunities upon graduation due to the weaker economic sentiments. Individuals who have graduated in 2023 or earlier are encouraged to explore opportunities through the Career Conversion Programme (CCP), to support your career development or discover opportunities that match your skills and aspiration and apply to job vacancies available on <a href="#">MyCareersFuture</a>.</p>   |  |

|   |  |
|---|--|
| 3   | <b>As a trainee, if I am offered a full-time role with the Host Organisation while on a traineeship, can I accept it?</b>  |
| Yes, trainees may accept a full-time role with the Host Organisation if it is offered during the traineeship period. However, the traineeship must be officially terminated before the individual enters into an employment contract.   |  |
| 4   | <b>What if I am a fresh graduate who recently graduated with a Masters, PhD, or part-time degree? Do I qualify to participate in GRIT?</b>                             |
| Yes, you are eligible to participate in GRIT if you are a fresh graduate who has recently completed a Masters, PhD, or part-time degree and have not held any full-time employment since graduation. For Masters or PhD graduates, the same traineeship stipend rates will apply.   |  |
| 5   | <b>What if I am a mid-career individual with work experience who recently graduated with a Masters, PhD, or part-time degree? Do I qualify to participate in GRIT?</b> |
| No, the GRIT programme is targeted to support fresh graduates preparing them for successful transition into full-time employment.   |  |
| For mid-career individuals, there are alternative opportunities available such as the Mid-Career Pathways Programme (MCP) or the Career Conversion Programmes (CCPs), which support career transitions into new sectors or roles.   |  |
| 6   | <b>Can a trainee leave during the duration of the traineeship?</b>   |
| While trainees are encouraged to complete their traineeships to gain valuable industry experience and enhance their employability, they may exit the programme early for valid reasons (e.g., securing a full-time employment elsewhere). However, trainees must provide adequate notice to their Host Organisation as specified in their training agreement. |  |
| 7   | <b>What happens upon the completion of the traineeship?</b>  |
| Upon the completion of the traineeship, trainees may either be offered full-time positions by their Host Organisations based on their performance or pursue opportunities elsewhere.  |  |
| The experience gained during the traineeships will provide trainees with valuable industry knowledge and skills, enhancing their employability as the economy recovers. Trainees who need assistance in their job search can access career matching services through WSG's Career Connect or NTUC's e2i career centres.                                       |  |
| 8   | <b>How much is a trainee's traineeship allowance?</b>  |
| Host Organisations must provide monthly traineeship allowances ranging from \$1,800 to \$2,400, with the specific amount determined by the traineeship scope.   |  |
| 9   | <b>Who will be paying me my traineeship allowance?</b>   |
| The traineeship allowance will be paid out to trainees by the Host Organisation on a monthly basis throughout the duration of the traineeship.  |  |
| 10  | <b>What kind of benefits (annual and sick leave etc.) can I get while on traineeship?</b>  |
| As this is a traineeship where there is no employer-employee relationship, Host Organisations are not required to offer employee benefits to trainees. Host Organisations may choose to offer non-monetary benefits on a discretionary goodwill basis.  |  |

|   |  |
|---|--|
| 11  | <b>Will I be covered by workplace insurance?</b>   |
| Yes, the workplace injury insurance will be provided.   |  |
| 12  | <b>Will I receive CPF Contributions during my traineeship?</b>   |
| No, Host Organisations are not required to make any form of CPF contributions during traineeships as trainees are not considered employees during their training period with Host Organisation and there is no employment relationship.   |  |
| 13  | <b>When does the GRaduate Industry Traineeships (GRIT) Programme start? How can I apply?</b>                 |
| <p>The traineeship opportunities will be available from October 2025 when the GRIT Programme is launched. Fresh graduates are encouraged to register their interest <a href="#">here</a> or through the QR code, to be among the first to know when the programme is launched and opportunities become available.</p>  |  |
| 14  | <b>How will the traineeship matching, and onboarding take place under this programme?</b>                    |
| All traineeship vacancies will be posted on <a href="#">MyCareersFuture</a> portal, where individuals can submit their applications directly to the Host Organisations. Host Organisations will only contact shortlisted candidates directly for their internal selection process.  |  |
| 15  | <b>What support is available if I am unsuccessful in securing a traineeship after multiple applications?</b> |
| Trainees who are unable to secure a traineeship can seek career matching assistance through <a href="#">WSG's Career Connect</a> or <a href="#">NTUC's e2i career centres</a> .   |  |

### **Section C: For more assistance and feedback**

|   |   |
|---|---|
| 1   | <b>Who can I contact if I have more queries on GRaduate Industry Traineeships (GRIT) Programme?</b> |
| <p>If there are any further queries on GRaduate Industry Traineeships (GRIT) Programme, please submit your query <a href="#">here</a> or scan the <b>QR code</b> below.</p>  |   |